

JUNE 1968



**Be Sure To Vote in the Election  
For International Officers**

(See Rules on Page 8)





# "See You at the Meeting"

Few words are so meaningful for the hopes and aspirations of working people.

They are at once an expression of mutual respect, a pledge of fraternal support, an affirmation of faith in the practical uses of democracy.

Every improvement in working conditions, every success scored by your local union, had its beginning at a union meeting.



# RETAIL CLERKS INTERNATIONAL ADVOCATE



TO SIN BY SILENCE WHEN THEY SHOULD PROTEST  
MAKES COWARDS OUT OF MEN.

JUNE 1968

LXXI

NUMBER 6

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Communications must reach the editorial offices of THE ADVOCATE, De Sales Building, Washington, D. C. 20036, before the first day of the month preceding the issue in which they are to appear. The fact that a signed article is published does not commit THE ADVOCATE to all opinions expressed therein. Contributions and items of news concerning the craft and the labor movement are requested from our readers. Every contribution must be written plainly on one side only of the paper and accompanied by the name of the writer—not necessarily for publication—as evidence of good faith. THE ADVOCATE reserves all right to edit copy to conform with space limitations and editorial policy.

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THIS MONTH'S COVER shows a lesson in union consciousness delivered by a conscientious father in front of the National Shirt Shop Store in downtown Washington, D. C. Employees of the outlet are members of RCIA Local 400. Photograph by Dunlap-Davis Studios.



## Labor Department Proposes New Pension Legislation

**T**HE Department of Labor has sent to Congress a bill designed to give greater assurance of benefits to private pension plan participants by providing for vesting, funding, and plan termination protection.

Secretary of Labor Willard Wirtz said, "This legislation, together with the Administration's proposal to strengthen fiduciary responsibility of private pension plan administrators, represents a comprehensive plan for improving the basic soundness and equitable character of the nation's private pension system."

Wirtz pointed out that private pension plans today cover more than 25 million American workers and involve assets of over \$100 billion.

In a letter to Congress accompanying the proposed legislation, Wirtz outlined the reasons for it and the principal provisions as follows:

The private pension system has done an effective job in building

supplemental retirement security for a major section of the nation's work force, but there are certain glaring deficiencies in that system.

Participants lose pension benefits if they leave the plan before they fully vest their retirement benefit.

Pension funds do not always provide sufficient accumulation of funds to meet adequately their growing liabilities.

Plan termination as a result of financial difficulties or bankruptcy has left pension participants without the full benefits which they had been led to expect.

A presidential committee, originally established in 1962, has been reviewing the relation of public policy to private pension plans. The bill reflects the work of this committee.

The bill would provide:

- Vested pension benefits to all participants with ten or more years of service after age 25.

- Minimum standards of funding to assure accumulation of assets in line with obligations.

- A system of plan termination protection which would assure payment of pension benefits in the event of involuntary termination of the plan before it is fully funded.

The legislation recognizes that problems of adjustment may be faced by some existing plans and provides special transition arrangements as well as methods for approving alternative standards.

"I consider this legislation a major advance in fulfilling the promise of the private pension system. I urge that early and favorable consideration be given its enactment," Wirtz said.

The bill also provides that the vesting and funding requirements would be administered by the Secretary of Labor and establishes a Pension Benefit Insurance Corporation—a wholly-owned government corporation within the Department of Labor—to administer the termination insurance program.

## NLRB Member Hits Radio-TV Neglect of World of Work

**R**ADIO and television stations should pay more attention to the world of work in their programming, Sam Zagoria of the National Labor Relations Board affirmed in a recent speech.

Noting that 76 million Americans spend more than a third of their lives at work, Zagoria said much media programming is "directed to leisure time themes and the beautiful people, the flower people, but not much to working people."

Speaking on labor news and labor relations, Zagoria suggested that there should be "more of a reflection of the world of work" on TV and radio, particularly in the ghettos where 95 per cent of the homes have one or more sets.

If only a small percentage of this tremendous American audience views a program, "isn't this a marvelous opportunity," he asked, "to excite interest in how people make a living; how they cope with the problems of finding jobs, learning

skills, progressing and prospering in a work place where labor-management relationships involve stress and strain, and wise men struggle to achieve almost miracles of understanding and agreement?"

Zagoria told of a labor reporter, hired by a network some years ago, who tried to interest producers in stories about developments in automation, portable pensions, white collar unionism, organizing, and the like.

The reporter found that unless the story contained as much conflict as a western film or could be told in a matter of minutes, the interest in it was polite but unresponsive.

Zagoria advised radio and TV not to limit their labor news to stories about unions and labor leadership, but to report how an industrialist goes about training ghetto youth, community success stories, the problems of the working wife, and the moonlighting father.

Zagoria also called on the industry to show foresighted industrial statesmanship by working in the field of human relations and by cooperation with unions on mutual problems.

### Monday Holiday Bill Gets House Approval

**THE HOUSE OF REPRESENTATIVES** has approved the Monday holiday bill, designed to give the United States four more long weekends every year.

The measure would move Washington's Birthday to the third Monday in February, celebrate Memorial Day on the last Monday in May, observe Veterans' Day the fourth Monday in October, and add Columbus Day as a national holi-

day, which would be celebrated on the second Monday in October.

The dates for Independence Day, Thanksgiving, Christmas, and New Year's would be unchanged by the measure.

The bill (H.R. 15951) was brought to the floor on an open rule, which permitted amendments. It survived all attempts to amend it, and the House passed it by a vote of 212 to 83.





**CROSS-SECTION**—Delegates from local unions throughout Canada gathered in Toronto for a two-day conference chaired by International Vice President James T. Housewright and attended by all the

organizing directors whose divisions include Canada. Above, conferees are shown during one of the working sessions where they discussed methods of accelerating the progress of the RCIA.

## All-Canada Conference Held In Toronto

**R**EPRESENTATIVES of RCIA local unions throughout Canada participated in a fruitful, two-day seminar in Toronto, May 4-5.

All phases of union activity were analyzed and methods of providing more effective service to members of Canadian local unions were thoroughly explored.

The sessions, which were chaired by International Vice President James T. Housewright, were divided into discussion periods dealing with specific phases of union interests.

Rudy Krickan, secretary-treasurer of Local 1518, Vancouver, led a workshop devoted to collective bargaining.

This was followed by a session concentrating on organizing, which was moderated by Paul Doucet, secretary-treasurer of Local 500, Montreal.

A third discussion period, led by Bernard Christophe, secretary-treasurer of Local 832, Winnipeg, con-



**LIGHT MOMENT**—Participants in the Canadian conference share a pleasantry. From left are Bernard Christophe, secretary-treasurer, Local 832, Winnipeg; Paul Doucet, secretary-treasurer, Local 500, Montreal; Vice President James T. Housewright, executive assistant to the International President; and Rudy Krickan, secretary-treasurer, Local 1518, Vancouver.

centrated on methods of improving servicing and contract enforcement.

Discussion during the session was spirited, as the participants drew on their own experience to furnish illustrations for the points they made.

The RCIA conference, which preceded the biennial convention of the Canadian Labour Congress, was also attended by International Vice President William A. McGrath and Robert Cadwell and Jay Foreman from International headquarters.

**CONSIDERED JUDGMENT**—Vice President William A. McGrath, International director of organization, reflects on a point during the discussion.





## AFL-CIO Auxiliaries Hold First National Conference

**W**OMEN in union families—"the organized female conscience of the nation"—must accelerate their role to help America solve its problems, Mrs. Hubert H. Humphrey told a meeting of the AFL-CIO National Auxiliaries.

The Vice President's wife addressed some 150 wives, mothers, sisters, and daughters of union members, representing women in 2,000 auxiliaries in all parts of the country.

The two-day national conference, which met in Washington the end of April, was the first of its kind for the auxiliaries. It emphasized plans to spur women's political action in this election year. Auxiliary members have been asked to give one day a week to this effort between now and the election in November.

Mrs. Humphrey hailed the auxiliaries' impressive and enviable record on behalf of education, anti-poverty, medical care, civil rights, mental retardation, consumer edu-

cation, and many other vital programs.

Much of this work, she said, "you have done through the political effort to elect local, state, and national candidates who are ready to tackle problems in the city councils, state legislatures, and on the floor of Congress."

But, she added, the nation still has a long way to go in "the march toward unequalled social progress."

AFL-CIO President George Meany, in a message to the conference, pointed out that without women in the trade union movement wage earners would have found it even more difficult to persevere in the fight to form unions.

The theme of the conference was set by Mrs. Marcella Beatty, executive director of the auxiliaries, when she said: "This is a unique chance to find out, first-hand, how the special talents of women in union families can—and should—be channeled into building a stronger, more vital trade union movement."

## Work Accidents Cost \$3.4 Million Per Hour

**E**VERY working hour the United States economy loses \$3.4 million from on-the-job accidents. The eight-hour work day costs \$27.2 million—a whopping \$6.8 billion every year.

Industrial accidents are even more costly to the American working man and woman—a life, a limb, an eye.

Each year 14,000 to 15,000 die in on-the-job accidents, over 2 million are disabled—many permanently—and 7 million plus are injured. On-the-job accidents account for more deaths than automobile accidents or military combat.

Every working day of the year finds 55 working people killed, 8,500 disabled, and over 27,000 injured on the job.

The American worker loses \$750,000 in wages each working hour—\$6 million each eight hour day.

In recent testimony before the Congress on behalf of the proposed

Occupational Safety and Health Act of 1968, Secretary of Labor W. Willard Wirtz declared:

"We can only determine the economics of industrial accidents by asking ourselves what price we put on a life, or a limb, or an eye . . . and is that price the same for every member of the families of America as it would be for a member of our own families?"

The Secretary of Labor outlined the need for a law which would establish enforceable Federal safety and health standards throughout the country, would aid the states to establish programs for protecting workers, and would provide for information gathering, research, and training programs on work accidents and occupational diseases.

In addition to the \$1.5 billion in wages lost annually from work accidents, \$3.8 billion is lost in production and in destroyed property and \$1.5 billion in medical expenses and insurance fees.

## Labor News BRIEFS

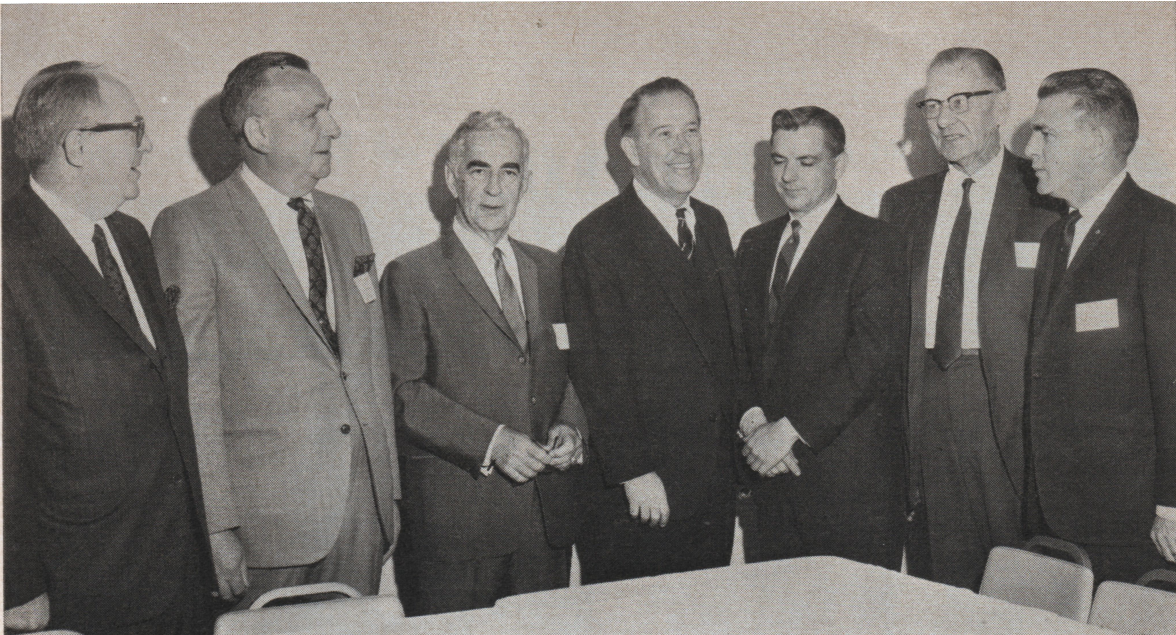
**Labor education** in the South moved another step ahead at the traditionally conservative University of Virginia with the holding of a three-day institute. The session dealt with "The Trade Union Movement and the New South," and was attended by civil rights leaders, anti-poverty workers, clergymen, and university students. Sponsored by the League for Industrial Democracy, it was the first of its kind to be held on the campus at Charlottesville.

**The American labor movement** has congratulated Histadrut—Israel's federation of labor—on the 20th anniversary of the nation's founding. A message by AFL-CIO President George Meany said, "The economic and social progress which Histadrut has brought to Israel should be an inspiration to all forward-looking people throughout the world."

**Wage increases** calculated by the union to be worth 19.58 per cent over a three-year period were a feature of the new agreement between the Communications Workers Union and the Bell Telephone System. The settlement ended a two-week strike. Some 200,000 union members employed by 20 Bell companies will benefit from the agreement.

**Further progress** is reported in the organization of bank employees—one of the largest areas of non-union workers. The Office and Professional Employees Union was chosen as representative of the employees of the Trust Company of New Jersey by a vote of 243 to 6. This is the second bank organized in New Jersey by the OPEIU, President Howard Coughlin reports. He said organization of the banking business is inevitable.





**PERSONABLE PANEL**—Officers of the Washington State Council of Retail Clerks are shown with guest speakers at their recent convention in Bellingham. From left are Joe Davis, president of the Washington State Labor Council; William Lewis, secretary-treasurer of RCIA Local 240; William W. Maguire, International secretary-

treasurer; Henry Jackson, U.S. Senator from Washington; Paul Rickman, president of the council; P. L. Cope, council secretary-treasurer; and Earl McDavid, International vice president and organizing director of the Northwestern Division. In addition to hearing the speakers, the delegates disposed of a full agenda of business.

## Washington Council Holds Fast-Moving Convention

**A** FAST-PACED convention of the Washington State Council of Retail Clerks emphasized organizing as the key issue facing the RCIA in the state.

Active organizational drives are underway or in final planning stages in every local union, Council President Paul Rickman reports. Noting that the RCIA membership in Washington comprises a substantial portion of the state labor council, Rickman urged the convention delegates to enlarge even further the role they currently play in the labor movement.

A featured speaker at the convention, which was held in Bellingham April 17-18, was Senator Henry M. Jackson.

He called on all citizens to work personally to eradicate racial prejudice. It is easier to rid the United States of legal foundations for racial discrimination than it will be to overcome prejudice and ignorance, the Senator said.

Continuing, he asserted that a man's most precious possession is his dignity and pride, but prejudice and discrimination destroy these. The nation must continue to do

everything possible to eradicate all types of racial prejudice. Mere acknowledgement of the problem is not a solution, he concluded. Only actual accomplishments can ease the situation.

International Secretary-Treasurer William W. Maguire was also a featured speaker and guest of honor at the session. He spoke about the importance of supporting the Active Ballot Club in this important election year.

Other speakers included International Vice President Earl D. McDavid, Bellingham Mayor Reg Williams, State Senator Martin Durkan, and Joe Davis, president of the Washington State Labor Council.

After dealing with a number of important resolutions the meeting concluded with election of officers for the ensuing term. Paul Rickman, secretary-treasurer of Local 631, Yakima, was elected president for a third consecutive term. P. L. Cope, secretary-treasurer of Local 448, Everett, began his fifth consecutive term as council secretary-treasurer.

Other officers are First Vice President Ray L. Rich, secretary-treasurer

of Local 367, Tacoma, and Second Vice President Arlene Theisen, secretary-treasurer of Local 942, Vancouver.

Ivan Rosenberry, secretary-treasurer of Local 1001, Seattle; William Lewis, secretary-treasurer of Local 240, Bellingham; and Stanley C. Peters, secretary-treasurer, Local 330, Seattle, were elected members of the Board of Audit.

### Consumers Department Backed in House

A NEW DRIVE to establish a Department of Consumers in the President's Cabinet has received the support of 60 members of the House of Representatives.

Representative Benjamin Rosenthal, chairman of a House Government Operations Subcommittee, expressed hope that the measure could be enacted this year.

The current version of the bill contains a provision to set up a National Consumer Service Foundation. This agency would cooperate with manufacturers to provide information tags on their products to guide consumers.





# RETAIL CLERKS INTERNATIONAL ASSOCIATION

AFFILIATED WITH AFL - CIO

DE SALES BUILDING

• CONNECTICUT AVENUE AND DE SALES STREET

• NATIONAL 8-5414

WASHINGTON, D. C. 20036

NEW PHONE 223-3111

JAMES A. SUFFRIDGE  
INTERNATIONAL PRESIDENT  
WILLIAM W. MAGUIRE  
INTERNATIONAL SECY.-TREAS.

June 1, 1968

Dear Fellow Member:

I am taking this occasion to speak to you directly because the Retail Clerks International Association will soon conduct its periodic election of twelve International officers.

As you may know, I have decided not to seek reelection as your International President after having served the RCIA for 24 years in that office. However, my decision not to stand for reelection has not diminished my deep concern and interest in the continued well-being and progress of the RCIA and its members.

I will, of course, proudly continue my relationship with the RCIA as President Emeritus and Chairman of the RCIA International Executive Board as provided in the International Constitution, as well as serving as a Vice President and Executive Board member of the AFL-CIO.

The purpose of this letter is to urge each and every one of the nearly 600,000 members of the RCIA to participate in union democracy by voting in the forthcoming International elections. The future course of your union is yours to determine. Consider the issues and the record and vote for those candidates whom you believe will best represent you.

You will soon be notified of the time and place of the election in your Local Union. Polling locations will be conveniently situated. Ballots will be cast secretly. Exercise your rights in your union. Vote in the International elections — the future of your union is in your hands.

Sincerely and fraternally,

*James A. Suffridge*  
International President





**KEEPING UP-TO-DATE**—Local union and council officials in the Southern Division are shown in group session at the seminar devoted to

providing better servicing and improving organizing techniques throughout the southern states.

## Southern Division Representatives Work To Improve Organizing, Bargaining Skills

**A**PPROXIMATELY 75 representatives from all over the Southern Division gathered in Atlanta April 22 at an intensive one-day conference. The working seminar was called by International Vice President Peter L. Hall to sharpen skills in the fields of organizing and servicing current collective bargaining agreements. The division-wide pension plan was also analyzed and discussed.

Business Representatives Bobby Crumby of Local 368, Dallas, Texas; Ray B. Wooster, Jr., of Local 455, Houston, Texas; and Olin Sneed of Local 1063, Atlanta, Georgia, headed up a panel discussion of methods of contract enforcement and providing service to local union members and of signing up prospective members. They compared the servicing procedures employed by their respective local unions and discussed relative merits of the different plans.

Organizing techniques were also discussed by Assistant Organizing Director Tom Turner and International Representatives John Pendergrass and Vernon Hodges. Regional Coordinators Ray Haggard, Bob Donaldson, and Loyce Sanford discussed the various organizing programs being conducted within their

regions.

Collective Bargaining Representative William Dryer discussed the relationship between proper grievance records and effective collective bargaining.

A panel discussing the Southern Division area-wide pension program was led by the plan's trustees—Donald Hofer of Local 455, Houston, Texas; J. W. Kirven of Local 1657, Birmingham, Alabama; and William Jenkins of Local 1063, Atlanta, Georgia.



**KEYNOTE**—International Vice President Peter L. Hall addresses the opening session of the Southern Division educational conference, held in Atlanta in April.

### All Members Should Read Election Rules

ON THE FOLLOWING PAGES, the *ADVOCATE* is again printing in their entirety the rules governing the conduct of the election for International officers in June.

The International Executive Board, in adopting these rules, was guided by one cardinal principle: "To afford each active member in good standing a genuine opportunity to freely cast a secret ballot for candidates of his choice."

The rules are being published in the months prior to the election so that every member may familiarize himself with the voting procedures. In this manner, he can exercise his democratic prerogative to participate in selecting the leadership of the International Association for the next four-year period.

The Board of Election of each local union and the judges at each local union polling place should retain a copy of these rules for official use on election day.



# Rules for the Conduct of the June 1968 Election of

**T**HE conduct of this election shall be exclusively governed by the International Constitution and by Federal law and implemented by laws passed by the International Executive Board, incorporated herein, which are consistent with the objectives of the International Constitution and applicable Federal law.

The primary policy underlying the Retail Clerks International Association Constitution, applicable Federal law, and the law passed by the International Executive Board is to afford each active member in good standing a genuine opportunity to freely cast a secret ballot for candidates of his choice.

Federal law requires, and the International Constitution intends, that the scheduled voting hours and the location and number of polling places be established so as to provide each active member a reasonable opportunity to vote.

Elections must be held at a regular, special, or adjourned business meeting of the Local Union in June 1968. An adjourned business meeting of a Local Union is interpreted to mean a special or regular business meeting which is recessed to a specific date, at which time the Local Union shall set up a polling place, or places, and shall conduct the election for International officers. The election day for such Local Union then becomes an "adjourned" business meeting. Each Local Union shall designate one day only during the month of June 1968 for the election of International officers. The Local Union president, as the presiding officer of Local Union meetings, is charged with the responsibility for supervision of the election meeting.

The International secretary-treasurer shall, during the month of May 1968, prepare and furnish ballots to all Local Unions. The ballots shall be printed so that the names of candidates appear in blocks according to the office for which they are running, with the name of the office appearing above the block. The names of the candidates for each office shall appear so that the candidate receiving the highest number of nominations for each office appears first, the candidate receiving the second highest number of nominations second, etc.

The International secretary-treasurer shall furnish a sufficient number of ballots to each Local Union based upon the last month's membership report received from each Local Union.

The International secretary-treasurer shall prepare, by reference to the last month's membership reports prepared and submitted by the Local Unions, a Voter Eligibility Card. Such card shall be mailed from International headquarters by the International secretary-treasurer to the last known home address of each active member of the Retail Clerks International Association. Each active member shall deposit this Voter Eligibility Card with a member of the Board of Election in order to receive a ballot. Active members seeking to vote without depositing Voter Eligibility Cards shall vote by challenged ballot.

Each Local Union secretary-treasurer shall prepare an eligibility list, containing, in alphabetical order, the names of all active members in good standing who will be eligible to vote at the time the election is held during the month of June 1968. Copies of this list shall be distributed to the chairmen of each of the Local Union's Boards of Election at the same time that the chairmen are provided with ballots and other material.

A Board of Election consisting of not less than five active members, to act as judges, shall be appointed or elected by each Local Union, with one member of such board designated to act as chairman. Where there is to be more than one polling place, there shall be elected or appointed at least five judges for each polling place, with one chairman designated at each polling place and a general chairman appointed or elected to supervise the over-all conduct of the election. Election judges shall not engage in partisan political activities on election day. No candidate shall act as a member of a Board of Election or as a general chairman.

Each Local Union shall send to each of its members a notice of the election, by first class mail, to the member's last known home address at least fifteen days prior to the election. The notice shall indicate that the election will be by secret ballot; the location of the meeting or polls; the hours the polls will be open (for example, the polls may be open from 6:00 a.m. until 11:00 p.m.); the International offices to be filled, without listing the name of any candidate; and shall also include notice that each active member shall bring his Voter Eligibility Card to the polls in order to vote. The notice shall also state that an active member without a Voter Eligibility Card who believes himself eligible may still vote, but will be required to cast a challenged ballot whose validity will depend upon a later check of his eligibility. The election notice shall not be accompanied by election propaganda or any other enclosure. A suggested form for notice of the election will be furnished each Local Union.

Polling places shall be located at a specific, designated location and shall remain open for the period of time specified by the Local Union in the election notice. There shall be no roving polls. The Local Union's determination regarding the number and location of polling places and the hours during which the polls shall be kept open shall be based upon consideration of the number of voters, the distance from the sites of members' employment, and members' working hours, so as to provide each member with a reasonable opportunity to vote free of unreasonable or oppressive burdens or difficulties.

There shall be no electioneering, posting of signs promoting any candidates, or distribution of partisan handbills in any polling place, or within one hundred feet of the exterior of any polling place, on the day of the election. Anyone responsible for any election-



# Officers of the Retail Clerks International Association

eeing in any manner contrary to these rules, directly or indirectly, may be subject to discipline and legal action. The chairman of each Board of Election shall take whatever action is reasonable and necessary to prohibit such electioneering or other misbehavior or interference at the polls.

The chief executive officer of each Local Union shall notify the International secretary-treasurer on or before May 15, 1968, of the date, specific time and place of the regular, special, or adjourned business meeting during which the election will be conducted, including the location of each polling place. He shall also furnish at the same time the name and home address of the chairman of each Board of Election, and the general chairman of the election.

The Local Union secretary-treasurer shall be the custodian of the ballots and other election material received from the International secretary-treasurer. He shall hold such material in safekeeping and shall take all steps necessary to provide for its security. No one shall be allowed to open the packages containing ballots prior to election day. He shall distribute the ballot packages and all election material to the chairmen of the Boards of Election within twenty-four hours preceding the opening of the polls. He shall count the packages of ballots and other election material distributed to each chairman and keep a record thereof. Upon receipt of such material, each board chairman shall assume responsibility and provide for its security. No election material shall be destroyed, as Federal law and these rules provide that the ballots and all other records pertaining to the election be preserved for one year. The individual packages containing the ballots shall be opened by the chairmen of the Boards of Election only in a quantity sufficient to meet the need during the course of the election. The general chairman, in the case of multiple polling places, shall provide for any necessary redistribution of unopened packages of ballots to polling places which enjoy a voter turnout in excess of that anticipated at the time of initial distribution. A record shall be kept of any redistribution of packages of ballots to insure that all packages are accounted for at the close of the election.

Each candidate whose name appears on the ballot shall be permitted to designate, in writing, one active member of the Retail Clerks International Association to serve at each polling place as his observer. Such observers may be present in the polling place throughout the election and during the counting of ballots, including the tabulation of results at the Local Union headquarters. Observers may be designated to represent more than one candidate. Candidates whose names appear on the ballots may not act as observers during voting hours. Observers must comply with all applicable requirements of these rules and shall not interfere with the conduct of the election in any manner. However, observers may challenge a voter's eligibility and note any departure from proper conduct

of the election.

When appearing to vote, each active member shall deposit his Voter Eligibility Card with the Board of Election to demonstrate his eligibility to vote. Any member seeking to vote without presenting a Voter Eligibility Card shall be required to cast a challenged ballot. Members may be required to show proof of identity by any judge of the election if the judge deems such additional verification necessary or advisable.

Each voter shall be required to sign the election registry, which shall be distributed to each Local Union by the International secretary-treasurer in advance of the election. A separate registry shall be provided for members voting by challenged ballot.

Each active member in good standing shall be entitled to cast one vote for each office. Members other than active members, such as honorary, associate, paid-up life, general, non-active, and members on withdrawal, shall not be entitled to vote. There shall be no write-in voting and a plurality of all votes cast for each office shall elect. Ballots must have no number, mark, or other identification indicating by whom cast.

After signing the registry, members who are voting without challenge shall be given a ballot by a judge of the election. He shall then retire to the election booth and there, in secrecy, prepare his ballot. He shall then fold it in a manner that will preserve the secrecy of his vote and shall place it in a receptacle provided by the Local Union to assure secrecy and safeguarding of the ballots.

Any judge of the election, or any observer, may challenge a person's eligibility to vote or may challenge a person for having voted previously in the election. A person whose right to vote has been challenged shall cast a challenged ballot.

Challenged ballots shall be cast by presenting the voter with a ballot and an envelope marked "Challenged Ballot" after he has signed an election registry for challenged voters. Thereafter such voter shall retire to the election booth and therein secretly prepare his ballot. He shall fold his ballot and insert it in the envelope provided by the Board of Election. He shall seal such envelope containing his ballot and return it to a judge of the election. The voter shall not place it in the ballot receptacle. Upon presentation of this sealed envelope to a judge, the judge shall give the voter a second envelope upon which the voter shall write his name, address, birthdate and Local Union affiliation. He shall return the envelope to the judge, who shall write upon it the basis of the challenge and other pertinent data, including the name of the person who has made the challenge and his Local Union affiliation. The judge shall immediately thereafter, and in the presence of the voter, place the sealed envelope containing the ballot in the envelope containing the challenge information and seal the outside envelope and place it in the ballot receptacle.

*(Please turn page)*



## **ELECTION RULES** (from page 9)

Challenges must be made reasonably and for good cause. Arbitrary or frivolous challenges may be ignored by election judges.

Immediately after the close of the election and prior to the counting of the ballots by the Board of Election, the envelopes containing challenged ballots shall be set aside unopened. In Local Unions with single polling places, these sealed envelopes shall be sent to the International Canvassing Board, along with and in the same manner as other election material, which shall be forwarded according to these rules. In Local Unions with multiple polling places, the sealed envelopes containing challenged ballots shall be returned unopened to the general chairman of the election, at the same time that ballots are required to be returned.

When the International Canvassing Board begins tabulation of votes in July 1968, it shall set aside, unopened, all envelopes containing challenged ballots until all validly cast votes are counted. If the challenged ballots, if determined to be valid, could affect the outcome of the election, their validity shall be determined by the International Canvassing Board on the basis of the data on the unopened envelope and a check of the membership records maintained by the International Association and its chartered Local Unions and by a comparison to all of the Local Union's registry lists and other unopened envelopes containing challenged ballots to confirm that such person has not voted more than once. Those challenged ballots determined to be valid shall be counted, and those determined to be invalid shall be securely preserved for one year, along with other election material.

Immediately after setting aside challenged ballots, following the closing of each polling place, the election judges in the presence of each other and the observers shall, on the premises where the election was held, proceed to tabulate all unchallenged ballots cast.

The Board of Election in Local Unions with single polling places shall, immediately after the tabulation is completed, place the votes cast—together with the record of their results prepared on the original of the Election Reporting Form furnished by the International secretary-treasurer in triplicate, signed by each judge, challenged ballots, and the registry lists—in one package. All unused and mutilated ballots shall be placed in the same package. Such package shall then be securely closed and sealed and forwarded by mail, within twenty-four hours after the closing of the polls, to the International Canvassing Board, in care of the International secretary-treasurer, DeSales Building, Washington, D. C. 20036. The duplicate copy of such Election Reporting Form shall be sent by separate mail at the same time to the International secretary-treasurer. The triplicate copy shall be kept on file by the Local Union. The chairman of the Board of Election is the responsible member of each Board for the forwarding of all material to International headquarters.

For Local Unions having multiple polling places, the judges in each polling place shall deliver the ballots cast, including sealed envelopes containing the chal-

lenged ballots, the registry lists, the unused and mutilated ballots, and the Election Reporting Form furnished by the International secretary-treasurer, signed by each judge, to the general chairman of the election at the office of the Local Union. The general chairman and the chairmen of the Boards of Election shall meet at the office of the Local Union no later than 2:00 p.m. on the day following the day on which the election was held and there tabulate the results from each polling place, record the results on the Election Reporting Form furnished by the International secretary-treasurer in triplicate, attach each poll's record of results thereto, and then package the ballots and election material as set forth above governing single polling places. The original of the Election Reporting Form shall be placed in the package to be forwarded to the International Canvassing Board. The duplicate of such form is to be immediately sent to the International secretary-treasurer by separate mail. The triplicate is to be kept on file by the Local Union. The general chairman shall be the person responsible for the forwarding of all material to International headquarters. All election officials share responsibility for the return to the International Canvassing Board of all election material.

The active member eligibility list supplied to each Board of Election shall be returned immediately to the Local Union secretary-treasurer, in the case of a Local Union with a single polling place, and by 2:00 p.m. on the day following the election, in the case of multiple polling places, at the same time the ballots and registry list are returned. Such lists shall be preserved for one year from the date of the election.

Any judge of the election who shall make any false return of votes, or falsify said returns, shall be subject to discipline.

Any chairman or Board of Election failing to forward the ballots, etc., to the International Canvassing Board, in the manner and within the time herein prescribed, shall be subject to discipline; and any of the judges of the election who shall aid or abet in the non-forwarding of ballots, etc., shall be subject to discipline.

Local Unions are cautioned that they shall not use Local Union funds to promote the candidacy of any person or group. However, it is necessary and proper for a Local Union to utilize its funds for election notices and for other expenses necessary for the holding of the election.

Breach of the provisions of these rules may result in discipline pursuant to the International Constitution, legal action by the Federal government, and the impounding of the votes cast by the members of the Local Union involved in such breach of rules.

The foregoing rules governing the conduct of the June 1968 election for International officers of the Retail Clerks International Association were adopted by the International Executive Board, at its meeting on March 14, 1968, pursuant to its authority to make laws as provided in Section 10(A)1 of the International Constitution. These laws shall supersede any contrary Local Union bylaws.



## Pending Bills Could Set Labor Back 100 Years

**S**ENATOR Joseph S. Clark has warned that anti-labor legislation now pending in Congress could set the labor movement back 100 years.

The greatest legislative menaces to labor, Clark stated, are several proposals to subject labor to the antitrust laws and to prohibit multiple employer bargaining. The Pennsylvania senator asserted:

"It all shapes up potentially as the worst anti-labor onslaught in more than a half-century. Unless it defends itself effectively—and starts to do so now—labor may find itself besieged on all sides. It may face deadly ambushes not only against its hard-won organizational strength but also the heaviest bargages it has ever experienced against the legislative bulwarks labor and liberals have erected."

Clark said that the result of the 1966 elections was a revival of the conservative coalition that had us staggering all over the ring in 1967.



**FORGING AHEAD**—RCIA officials in the Central Division are shown at a meeting which set up a division-wide pension plan in the non-food area. Above Dwight Mezo, secretary-treasurer of Local 1086, Minneapolis, makes a point during the discussion of the new program.

## Central Division Establishes Area-Wide Pension Plan

**A** PENSION program that permits RCIA members freedom of movement without loss of pension credits has been established in the Central Division.

The RCIA Central Division Department Store Pension Plan covers RCIA members working in the division who are not eligible for par-

ticipation in a grocery industry pension plan.

Provisions for contributions to a common fund have already been negotiated, and the pension plan should become operative the first of next year.

Complete portability is provided. An RCIA member may take his pension credits from employer to employer, from local union to local union, and from state to state.

In addition, it is hoped that reciprocity between other divisionwide plans can be worked out.

Actuarial studies indicate that a maximum pension of \$175 a month plus social security will be possible. The plan would also include vesting provisions and other protections and benefits.

Preliminary plans for the program were drawn up at an all-day meeting in Milwaukee, Wisconsin. The session was attended by representatives of local unions and district councils throughout the division. Central Division Organizing Director Thomas G. Whaley presided at the conference. Speakers were International Vice Presidents James T. Housewright and William A. McGrath and Attorney Robert Karmel.

(Suggested Form)

### NOTICE OF ELECTION OF

### INTERNATIONAL OFFICERS OF THE

### RETAIL CLERKS INTERNATIONAL ASSOCIATION

\_\_\_\_\_ hereby officially advises you that the

(Local's Name)

Local Union will conduct elections by secret ballot for International officers of the Retail Clerks International Association. Elections will be held for the offices of International President, International Secretary-Treasurer, and ten International Vice Presidents, numerically designated. The election will be conducted on \_\_\_\_\_, June \_\_\_\_\_,

(Day)

(Date)

1968, between the hours of \_\_\_\_\_ and \_\_\_\_\_ p.m. at the following location(s):

\_\_\_\_\_

Only ACTIVE members in good standing are eligible to vote.

If you are an active member and have received a Voter Eligibility Card, you should bring this card to the polls and deposit it with the election judges prior to voting.

Active members seeking to vote without depositing a Voter Eligibility Card will be required to cast a challenged ballot. The secrecy of all votes shall be preserved.

Members are advised to vote at the polling place nearest the location of their employment.

**OFFICIAL FORM**—The notice of election in the box at left is a part of the rules governing the International election, which appear on the preceding pages.



# HEW Secretary Honored By Murray-Green Award

**C**OMMUNITY relations has become a growing concern of American unions but still more must be done in the future. This was the consensus of the 500 delegates to the 13th Annual AFL-CIO National Conference on Community Services.

AFL-CIO Vice President Joseph Beirne warned, "Unions of tomorrow are going to be strong or non-existent based upon what we do in our communities."

Leo Perlis, director of AFL-CIO Community Services, spoke on the contributions to a humane and democratic society which has resulted from the coalition between organized labor and organized social welfare.

Among the coalition's accomplishments, he said, has been the freeing of those persons who require employment, relief, food, shelter, and medical care from the domination of political warlords.

"These and many more new services—such as consumer counselling,

*(Continued on page 18)*



**WELCOMING COMMITTEE**—AFL-CIO Executive Council members are shown with the guests of honor at the Murray-Green Award Dinner, sponsored by the AFL-CIO Community Services Committee. From left are Joseph Keenan, Federation vice president; William Schnitzler, AFL-CIO secretary-treasurer; Wilbur Cohen, Secretary of Health, Education and Welfare, who received the 1968 award; James A. Suffridge, RCIA president and an AFL-CIO vice president; Hunter Wharton, AFL-CIO vice president; and General Alfred Gruether, past president of the American Red Cross, and a former recipient of the award.



**RCIA PARTICIPANTS**—Leo Perlis, director of the AFL-CIO Department of Community Services, is shown with RCIA members attending the national meeting. Standing from left are Harvey Benson of Local 1116; Nora Gee of Local 25; Harold Cullum of Local 782; Helen Tafe O'Donnell of Local 711; Ray Allen of Local 1116; Edward Panarello of Local 888; and Rex Clifford of Local 400. Seated are Perlis and Peter P. Voeller, director of the RCIA's Community Relations Department.

## COMMUNITY RELATIONS NEWS

**John W. O'Neill**, president of Local 1441, Muncie, Indiana, has been elected to the executive board of the Indiana Division of the American Cancer Society. Local 1441's support for the crusade against cancer was demonstrated by O'Neill's role in the formation

of a chapter in the Muncie area.

**RCIA local unions** in Oregon participated in the annual Job Fair held in Portland for all high school youths in the state. Over 9,000 students and counselors from the state's 145 high schools visited a booth sponsored by the Oregon State Council. Representatives of RCIA local unions distributed literature and conducted orientation sessions on retailing and the benefits of RCIA membership.

**Community Chest** and United Fund programs continue to receive support from RCIA local unions.

Richard Walsh, Local 1116, Duluth, Minnesota, is a newly-

elected director of the Duluth United Fund; Albert Becker, Local 345, Rochester, New York, serves on the Monroe County Community Chest Labor Advisory Committee; and Ray Rich, Local 367, Tacoma, Washington, is serving on the public relations committee.

**A volunteer program** to help Job Corps graduates find a place in the workaday world has met with success and is being extended for another year. The Joint Action in Community Service (JACS) has organized a network of 5,000 volunteers in 500 communities across the nation. Volunteers are now assisting about 1,000 returned corpsmen each month.



## Time Has Come for New Look at Minimum Wage Law

**I**N 1966 the 89th Congress came to the aid of the nation's lowest-paid workers by upgrading the Federal minimum wage from \$1.25 to \$1.60 in several steps and extending coverage to 9.1 million more workers.

These gains came about because of the political effectiveness of union members. Their support sent a large number of progressive Congressmen to Washington.

The benefits of the 1966 amendments are still being realized; the newly-covered workers are still receiving increases. They move from a wage floor of \$1 an hour, which took effect February 1, 1967, to the \$1.60 level by 1971.

Labor Department officials estimate that workers have gained over \$4.3 billion in new purchasing power under the 1966 amendments. It is the largest two-year gain in purchasing power ever to be achieved under the law.

It is a striking fact that these gains have been made without causing additional unemployment or price increases.

A special study showed that the Consumer Price Index increased at a lesser rate in the first half of 1967, after the new minimums became effective, than it did in the first half of 1966.

Secretary of Labor W. Willard Wirtz emphasized that this report proved the falseness of predictions by opponents of the 1966 minimum wage amendments who claimed it would bring lost jobs and higher prices.

Despite these past gains, there is much to be done for the nation's lowest-paid workers. The AFL-CIO Executive Council at its winter meeting called for immediate improvements in the wage-hour law, to bring the wage floor to \$2 an

hour and to extend coverage to the 11 million workers who currently are completely excluded from the law's coverage.

The current minimum wage of \$1.60 an hour "still falls far short of providing adequate support for a family," the Federation's interim governing body charged.

The \$2 minimum wage would result in wages of \$4,160 a year for those earning the minimum 40 hours each week, 52 weeks a year. This is still far less than half the \$9,191 which the Labor Department has found is necessary for a moderate living standard for a family of four.

The Retail Clerks International Association strongly supports this position and is active in the campaign to raise the minimum wage and extend coverage.

ABC Director Charles B. Lipsen asks, "Why are we in this fight?

As a result of their collective bargaining advances, our members make much more than the minimum. We are working for two things: First, it is our mission to bring a better life to all retail store employees. And second, the minimum wage provides a base below which workers will not fall, and it therefore provides a floor for further union gains."

RCIA members must not forget that every gain in the minimum wage has depended upon the election of progressive Congressmen. The degree of the gain has been directly related to success at the polls.

The moral is a simple one: Legislative advances start at the ballot box. RCIA members, their families and friends must resolve to work during the current campaign to elect in November legislators pledged to support our goals.

## Montana Members Enjoy Active Ballot Club Dance



**FESTIVE AFFAIR**—Members and guests of Local 1573, Billings, Montana, enjoyed an entertaining evening at the local union's annual dance sponsored to support the Active Ballot Club. Highlight of the party was a presentation to Secretary-Treasurer Robert Wittman of an award for outstanding service to the local union. Shown is a group of well-wishers congratulating Brother Wittman. From left are Roseann Fettig, Recorder John Vashler, First Vice President Esther Meyers, Mrs. Wittman, Wittman, Jim Schock, President Richard Fredrickson, and Mrs. Fredrickson.



## AFL-CIO Condemns High Interest Rates as Burdensome

THE AFL-CIO's chief economist has termed the Federal Reserve Board's high-interest policy "dangerously wrong." Research Director Nathaniel Goldfinger warned that "the American people, as a whole, will eventually pay the price, since interest rates are part of the cost of everything. High and rising interest rates will mean price boosts to home-buyers, consumers, small business, farmers, state and local governments, and the Federal government, itself."

He urged that Congress act without delay to pass a fair and equitable temporary wartime tax increase.

This, Goldfinger said, would reduce the size of the Federal government's deficit that has to be financed in the money markets and ease the pressure on interest rates.

Goldfinger was sharply critical of the Federal Reserve Board's third boost in its discount rate in five months. The discount rate is the interest the nation's central banks charge to commercial banks. When

it goes up, the interest banks charge to their private customers also rises.

Before the latest increase, Goldfinger noted, interest rates were already at close to the highest level reached in this century. The real rate for FHA home mortgages—taking into account "points" charged by lenders to evade FHA ceilings—was already close to 7 per cent, he said.

The Federal Reserve discount rate in the nation's biggest money market areas was raised from 5 to 5.5 per cent, and the rate that banks charge their best, risk-free borrowers is usually 1 per cent above the discount rate. Most business borrowers pay higher rates and individuals the highest rates of all.

Goldfinger said that "tight money and record high interest rates" could have an immediate effect on homebuilding, "stalling the drive for more and better housing and affecting such related industries as commercial construction, lumber, and building materials."

## Employer Held Responsible For Worker's Heart Attack

THE U. S. Department of Labor, in a landmark decision, has awarded \$2,534 in lost earnings to a government biochemist who suffered a heart attack he claimed was induced by his superiors.

The decision held that the Federal government is financially liable for management officials who exert undue stress and strain or who cause emotional upsets contributing to employee heart attacks.

The ruling is expected to have a far-reaching impact on the government's personnel management program. Previous decisions handed down by the Department of Labor in such cases have dealt primarily with Federal blue collar workers who experienced heart attacks due to physical exertion.

In the current case, the government decision establishes a precedent for recognizing that continuing acts of employee harassment by

management officials may have medical consequences.

Counsel for the employee told hearing examiners of a series of incidents allegedly designed to secure his resignation in order to make way for younger personnel. The attorney said the employee was the target of constant needling and criticism concerning the quality of his work performance.

At one point, the chemist's superiors took away his research tools, the attorney said. The harassment reached a point where one management official telephoned the employee's wife and asked her to get her husband to resign. Almost daily he was asked if he had found a new job.

The biochemist is now working on a part-time basis, and the government has ordered that he receive continuing employee benefits until his condition shows marked improvement.

The story ends on a happy note: Since the biochemist has returned to the laboratory, working conditions have substantially improved.

WHITE  
COLLAR  
WORKERS



AROUND  
THE  
WORLD

Charles Brady, a long-time official of the Union of Shop, Distributive and Allied Workers in Great Britain has been appointed FIET regional representative for the Asian area. Brady, who has been an active trade union member for nearly 37 years and a full-time official of USDAW for more than 20 years, will be stationed in Kuala Lumpur. He succeeds Fernand Audie, a member of the RCIA, who is currently country director for Vietnam of the newly-formed Asian-American Free Labor Institute.

The inaugural meeting of the youth committee of the International Federation of Commercial, Clerical and Technical Employees (FIET) was held in Geneva early in May. The committee was created by a decision of the FIET executive board at its meeting in Washington last October. The new committee will emphasize in particular the international exchange of young non-manual employees, and will also sponsor measures aimed at influencing international legislation for young workers, and will participate in the meetings of experts of the United Nations special agencies.

The National Union of Bank Employees of Malaysia has achieved 100 per cent organization of its jurisdiction. NUBE, which was founded at Ipoh in November 1958, now has a membership of over 5,000 bank employees in West Malaysia.

Minoru Takita, the newly-elected president of the Japanese Confederation of Labour, Domei, has been nominated as president of the Asian Regional Organization (ARO) of the International Confederation of Free Trade Unions.





**MASSIVE TURNOUT**—Participants in the annual convention of the Indiana State Council of Retail Clerks are shown in a formal por-

trait. The meeting, in South Bend, brought delegates and guests from local unions throughout the state.

## Indiana Convention Urged To Mobilize for Human Rights

**A** BASIC objective of the labor movement is the maintenance of human rights, International Secretary-Treasurer William W. Maguire told delegates to the annual convention of the Indiana State District Council of Retail Clerks No. 12.

"... the council must become more than ever before an initiating—an integrating and an implementing—body through which the thousands of members of our International Association in the state of Indiana can speak out in a single and powerful voice on human rights."

Maguire—who was one of the featured speakers—said.

He ended with a call for more effective legislative and political action to achieve social and economic justice.

International Vice President James T. Housewright was also a guest of honor at the session. He congratulated the council on its achievements during the past year and spoke of the need to continue to organize and consolidate the strength of the International Association for the members in the council's jurisdiction.

Vice President William A. McGrath also spoke on the need to expand organizing activities throughout Indiana to increase the bargaining power of the local unions affiliated with the state council.

Other speakers at the convention, which met in South Bend April 27-28, were Senator Birch Bayh, United States Representative John Brademas, Lieutenant Governor Robert Rock, and International Vice President Ivan M. Morris.

Council Secretary-Treasurer William Senn gave an account of the state body's progress, setting forth an impressive rate of growth, and welcomed Local 445, Louisville, Kentucky, as a new affiliate.

A number of resolutions were adopted by the delegates. These dealt with a commendation of International President James A. Sufbridge for his achievements as chief executive of the RCIA; support for the work of the Active Ballot Club; a condemnation of lie detector tests in employment situations; and support for expansion and upgrading of the Fair Labor Standards Act.

All officers of the council were reelected. Serving with President George Leavitt, secretary-treasurer of Local 1460, Lake County, are Secretary-Treasurer William Senn, First Vice President Lloyd Sanford, secretary-treasurer of Local 725, Indianapolis, and Recorder Harold Hewitt, secretary-treasurer of Local 37, South Bend.

## Retail Job Opportunities Expected To Increase

**E**MPLOYMENT opportunities in retailing will continue to grow in the next 12 years, the Labor Department forecasts. But sales volume will increase faster than job openings, and the bulk of the opportunities will not be in "routine" sales positions but in specialized fields.

In the retail industry, openings in stores will increase by about 150,000 a year during the rest of the 1960's and through the 1970's, the Department predicted in its annual outlook on occupational opportunities.

Three reasons were given for the continuing growth of store employ-

ment:

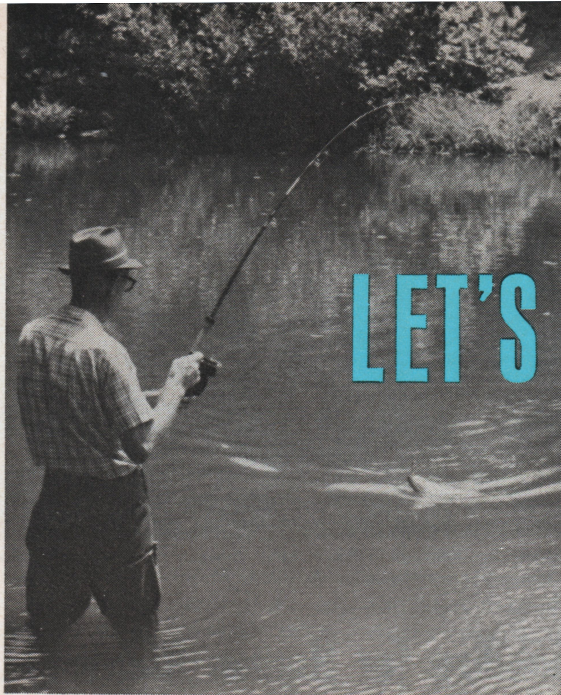
- Population and economic growth.
- Increased volume; and
- The tendency for stores to stay open for longer hours.

Jobs will lag behind sales for several reasons.

In the first place, the Labor Department stressed, self-service is still increasing as drug and variety stores follow the trend pioneered by supermarkets.

In the second, "rising income levels will probably increase demand for some kinds of merchandise which require a sales person to spend a good deal of time with each customer." It cited electrical appliances and automobiles as two areas in which the consumer would seek consultation and store demonstrations.





# LET'S GO FISHING!

KNOW  
WHAT YOU'RE  
SELLING



THEY'RE BITING EVERYWHERE—Both fresh and salt water fishing have special thrills. At left, a bass is being pulled in at Pennington Creek near Rishomingo, Oklahoma. Above, an old-timer hooks a tarpon in the Gulf Stream.



IT'S a glorious spring day, and there are signs of fish all around. Suddenly there's a tug on your line, and then it zings taut. A strike! Your rod trembles, bends in an arc. As the fish flashes in the sun, your heart leaps up to meet it. The thrill of this moment has few equals. A boy at a country fishing hole—a millionaire off the coast of Bimini—are equally transported to the magic kingdom reserved for anglers.

The beginning of mankind's enchantment with fishing is lost in the mists that surround the infancy of the race. Some of the oldest objects left to us by Stone Age men are primitive fishing gear—flint harpoon heads and “gorges,” the forerunner of fishing hooks.

The gorge was a narrow strip of stone or flake of flint, either straight or slightly curved at the ends, with a groove in the middle, around which the line could be fastened. Buried in the bait it would be swallowed end first; then the tightening of the line would fix it cross-wise in the quarry's stomach or gullet and so the capture would be assured. The device is still used in some parts of Europe to catch eels. A needle buried in a worm plays the part of the prehistoric gorge.

The earliest hooks were made out of thorn, insect legs or carved bone. When metal-working was mastered, fishhooks were one of the first objects to be made. As a device for increasing the length of the arm and the length of the line, the pole very early became a part of the fisherman's equipment.

Modern angling falls into two main divisions, fishing in fresh water and fishing in the sea. Sea-angling is really little more than an adaptation of fresh-water methods to salt water conditions, so we will concentrate on fresh water techniques.

There are three types of fresh water angling: Fishing on the surface with the fly; in mid-water, with the bait simulating the movement of a small fish or with the small fish itself; and on the bottom with worms, paste, or other baits.

Fly fishing is the most modern form of angling, and the most highly esteemed. It makes the greatest demands on the skill and experience of the angler, and is the best method of catching the most valuable sporting fish. Fly fishing may roughly be considered under three heads: the use of the “wet” or sunk fly, the “dry” or floating fly, and of the natural insect.

Mid-water fishing, as has been said, broadly consists in the use of a small fish or something that resembles it, and its devices are aimed almost entirely at those fish which prey on their fellows. Spinning, live-baiting, and trolling are the methods used.

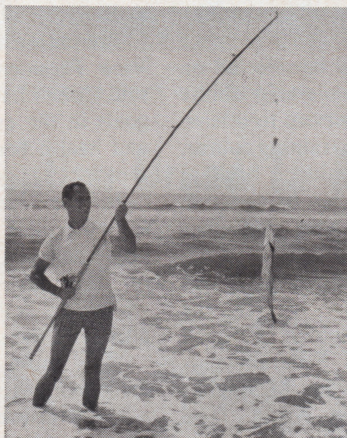
Bottom-fishing is the branch of angling which is the most general. There is practically no fresh water fish that will not take some one or more of the baits on the angler's list if they are properly presented to it when it is hungry. Usually the baited hook is on or near the bottom of the water, but the rule suggested by the name “bottom-fishing” is not invariable and often the bait is best used in mid-water. Similarly, in “mid-water” fishing the bait must sometimes be used as close to the bottom as possible. Bottom fishing is roughly divisible into two kinds, float-fishing, in which a bite is detected by the aid of a float fastened to the line above the hook which is balanced so that its tip is visible above the water, and hand-fishing, in which no float is used and the angler trusts to his hand to feel the bite of a fish. In most cases either method can be adopted and it is a matter of taste, but broadly



Photos by the U.S. Department of Agriculture and Harold M. Lambert.



**A SPORT FOR ALL SEASONS**—Fishing can be enjoyed throughout the year, as these photos show. At left, a man and wife team are waiting for another strike as they fish through the ice on the Upper Saddle River in New Jersey. Below left, a family tries its luck near the outlet of the pond at Brookfield Park near Springfield, Virginia. And below, a prize is pulled from the surf off the coast of Florida.



speaking the float-tackle is more suited to water which is not very deep and is either still or not rapid. In great depths or strong streams a float is difficult to manage.

Five types of rods and reels provide a choice of equipment for these different pursuits. They are bait-casting, closed spool spin-casting, open or closed-face spinning, fly-casting, and salt-water.

Bait-casting rods are used for still fishing with live bait and casting or trolling artificial lures. There are two types of bait-casting reels—the single-action, free-running spool reel and the level-wind tension-con-

trolled-click button reel. Of these two the level-wind double-action is best suited for the fisherman. It is of better quality and a higher price, but it serves the fisherman well.

Spin-casting and spin rods are used for still fishing with live bait, trolling, and, especially, casting a wide variety of light artificial lures. The reels have fixed drums that are stationary when casting. The axis of the spool is parallel to the rod. The line uncoils with the pull of the lure. The line is guided onto the spool by a mechanical finger as it is retrieved. Spin-cast fishing is recommended for beginners. With a spin-cast outfit the beginner can become an "expert" after a relatively short period of time.

Fly-casting rods are used for dry and wet fly-casting for trout, bass, and salmon. Two types of reels are used—automatic and manual. The fly reel serves one purpose—to store line. Line is stripped off the reel by hand and retrieved by hand until the fish is netted or lost; then the line is reeled or automatically rewound.

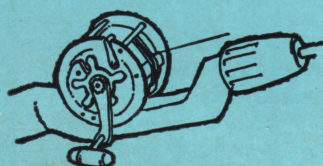
Salt-water rods are primarily fresh-water equipment adapted for rough usage. Salt-water equipment consists of long and powerful surf rods for fishing in the surf from the beach and boat rods for trolling from a boat. Salt-water reels are oversize bait-casting reels. They are of considerably heavier construction and have greater line capacity.

Action in a fishing rod is determined by the length, diameter, and degree of taper. Actions are generally described as stiff, medium light, light, and extra light. For example, a long rod with a small diameter and pronounced taper has a light action.

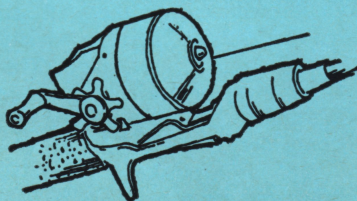
Fishing rods are made of three kinds of materials—fiberglass, metal, and bamboo. Fiberglass is considered best.

This array of equipment may seem bewildering to a beginner, but there is plenty of help available in making a proper selection. Seek advice and take your time to make sure that your tackle suits you and will do the job you require.

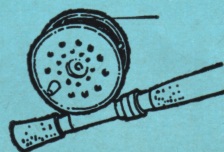
For a small investment you too can feel the tingle of anticipation as you wait for a strike and the sharing of fellowship with those who happily pursue the elusive big ones that are always waiting to be caught.



**BAIT CASTING REEL**—This is used for still fishing with live bait or casting or trolling artificial lures.



**SPIN CASTING REEL**—This is used also for still fishing, trolling, or casting light lures.



**FLY CASTING REEL**—This reel serves only to store line. Line is stripped off and retrieved by hand.



**GOOD AND BAD**—The handle at top is preferred for comfort and better control for long periods of fishing.



## Program Improves Spending Habits of Older Persons

A MODEL program to train older Americans as consumer education specialists has been developed by the U. S. Department of Health, Education and Welfare.

The program, known as "Project Moneywise-Senior," is being recommended by HEW for sponsorship by state agencies on aging, public welfare departments, consumer councils, and other private or public organizations concerned with consumer problems of older people.

"Many older Americans with fixed and limited incomes are in desperate need of consumer information to stretch their dollars," Mary S. Switzer, administrator of HEW's Social and Rehabilitation Service, said in announcing the program.

"Project Moneywise-Senior will be a positive step in offering consumer education training opportunities for older people who wish to provide community service for others their age," she said.

Under the program, 25 older persons from communities through-

out a state would receive training in consumer education and economics six hours a day for four weeks.

They would learn to handle financial matters intelligently and would be trained in wise use of credit and installment buying, advantageous shopping and family budgeting practices, avoidance of fraud, quackery and other schemes of misrepresentation, and utilization of community consumer services.

Participants would be selected on the basis of their leadership ability and desire to be of service to others. After completing the training course, the older people would go back to their own communities to assist in training others in wise consumer practices.

Project Moneywise-Senior was tested in Boston last year by the Massachusetts Consumers Council with the help of a Federally-supported grant from the Massachusetts Commission on Aging. The success of the program resulted in HEW's development of the new model program.

## Pretty Flowers Can Be Dangerous

THE U.S. Public Health Service says that it receives about 12,000 reports each year on children made ill by eating toxic plants. Some of those plants can be lethal. So with summer around the corner, "Consumer Reports" suggests in its May issue that it would be wise to acquaint yourself with some of the more common poisonous plants, and to warn your children against eating—or even chewing—any plant that doesn't appear on the table.

The conscientious parent who warns a child not to eat wild mushrooms and tells him how to recognize poison ivy and poison sumac may never think to warn against oleander, yew, rhubarb leaves, poinsettia, jack-of-the-pulpit, and jimson weed. All of those can be deadly, according to Dr. John M. Kingsbury of the New York State College

of Agriculture, Cornell University, a leading authority on toxic plants. Dr. Kingsbury and the National Safety Council also call the mountain laurel and castor beans potentially lethal. The National Safety Council adds rhododendron, red sage, jasmine, and azalea to that category. Plants that can bring on severe digestive upset include the common buttercup, lily of the valley, daffodil bulbs, and wisteria.

Some poisonous plants look and even taste like attractive fruits and vegetables. The water hemlock and poison hemlock, both lethal, have been mistaken for wild carrot; the dangerous nightshades bear cherry-like fruits.

The U.S. Department of Agriculture tells Consumers Union that your local county agent is a good source of information on poisonous plants found in your part of the country.

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## HEW SECRETARY

(From page 12)

family counselling, strike relief, disaster services, and even riot relief—are being made available as a matter of right to all in need by organized social welfare and organized labor through its community services activities," Perlis concluded.

The high point of the conference was the presentation of the annual Murray-Green Award to Secretary of Health, Education and Welfare Wilbur J. Cohen.

Presenting the award, AFL-CIO Vice President Joseph A. Beirne said Cohen has pursued trade union goals in the areas of social security and health benefits for a third of a century.

In his speech of acceptance, Cohen called for substantial improvements in the nation's programs for the retired, the disabled, the widowed, and orphaned to keep pace with the growth of the country.

"We must assure workers and their families that they can live at a level consistent with the standards we are proud to call American," Cohen said.

He added, "We can begin by increasing the minimum social security benefits to \$70 a month for an individual and \$105 for a couple, as proposed by President Johnson. In one stroke this would take a million people out of poverty."

Concluding, the new Secretary paid tribute to the role of organized labor in achieving the social victories of the past. "Labor," he said, "has never been content simply with gaining economic benefits. It has always been in the forefront of movement for social change. We need to continue to press for peaceful social change. We need to end discrimination, bigotry, injustice—all the forces that divide our society."

The International Association was represented at the conference by a large number of delegates. RCIA Community Relations Director Peter P. Voeller was a member of the panel on community services in international unions, and Rex Clifford, president of Retail Store Employees Union Local 400, was a speaker at one session.



**I**N the old days men usually went camping by themselves. Getting away from it all, they let their beards grow, told boisterous stories, and dreamed manly dreams by the camp fire. After a week of fishing or hunting they came home tired and in need of a bath and eager for home cooking.

This still goes on today, but more and more women have gotten into the act. The ladies have taken to the camping trails with their husbands and families—they even go off camping by themselves. And camping has changed considerably under their influence.

For generations men have slept on the ground or in skimpy tents, making their campfires, taking a chance with water from mountain streams, and eating what they caught or shot.

But when they invited the ladies along, the children came, too, and camping became domesticated. And it's this very domesticity that makes camping simpler today for the 25 million Americans who go camping each year.

While the "wilderness" people may scoff, camping today means clean, comfortable sleeping quarters, sturdy tents or well equipped trailers, wholesome, appetizing food, and nonhazardous campsites where children can play and enjoy the great outdoors.

What are some of the major

camping "improvements" from the woman's point of view? How are families able to take toddlers and babes to forest and seashore without a qualm or quaver?

Probably most women are happiest about the solutions to the food problem. Too often women have wanted no part of camping because they disliked the role of camp cook. Rubbing flint to make a fire, lugging water from a distant spring, squatting about a camp fire to bake bread in the ashes, discovering mold on the vegetables and ants in the cookies aren't a woman's idea of vacation.

But camping doesn't have to be like that. According to just how "civilized" an expedition you want to make, there are many wife-saving devices to lessen the chore of house-keeping in the wilds today.

Camp stoves now outnumber cooking fires on any campground in America. Propane and gasoline stoves are the most popular, and they light instantly—one of their great advantages over the wood fire. Stoves can be as small as a sterno cooker or waist high, with several burners and an oven. These larger ones collapse for transporting.

A camp refrigerator may be just a foam chest from the supermarket or an efficient ice chest with separate compartments for storage and ice—and perhaps a spigot for water. For families willing to spend the extra money, there are propane

units, true refrigerators, which can maintain much lower temperatures than ice chests.

Chuck boxes or portable kitchens, with drop doors to act as work surfaces, come with all sorts of compartments for food storage, drawers for tableware and utensils, and sheaths for knives.

Today's multiplicity of packaged, canned, and bottled food is the real marvel for the camper. Newest of the dehydrated foods are the freeze dried items. (You have probably tried the coffee. You'll be hearing more and more about other foods.) In freeze drying, food is quick-frozen, put under very low pressure in a vacuum chamber to remove moisture, and packaged in a vapor-proof container. Thus steak, chicken, stew, spaghetti and meat sauce, beef hash, scalloped potatoes, fruit—all can be soaked in water. And presto, they appear very much in their original form.

Portable aluminum cots, foam rubber mattresses, tent heaters, transistor radios, insect repellants—these are just a few of the better things in life for today's camper.

And you can bet your boots that the lady campers are not the only ones who enjoy them!

## Women's Page

# CAMPING WITH COMFORT





## President Renews Call for Assault on Unemployment

**P**RESIDENT JOHNSON has renewed his urgent call for a massive, \$2.1 billion effort "to help Americans who want to work get a job."

In his 1968 Manpower Report to the Congress, Mr. Johnson asked

the lawmakers to appropriate \$2.1 billion for fiscal 1969 manpower activities—the largest such program in U.S. history.

"In a vigorous, flourishing economy, this is a program for justice as well as for jobs," the President declared.

"These funds will enable us to continue and strengthen existing programs, and to advance to new ground as well."

President Johnson said this comprehensive effort can reach 1.3 million citizens, including "those who have rarely if ever been reached before—the hard-core unemployed."

Highlighting the manpower effort outlined by the President is:

- An expansion of the Concentrated Employment Program to 146 urban and rural areas (the program is currently operating in 22 urban and rural areas);

- A Job Opportunities in the Business Sector (JOBS) program, a Government-business partnership to hire and train 500,000 of the hard-core unemployed by mid-1971, with a National Alliance of Business spearheading the cooperative effort; and

- A continuation and strengthening of programs under the Manpower Development and Training and the Economic Opportunity Acts.

## Geography May Influence Men's Length of Life

**A**mericans who live West of the Mississippi can expect to live longer than those in the eastern United States. This is one of the conclusions of a recent government study which suggests that length of life may depend upon the area of the country in which a person lives.

In some regions, the study found, men between 45 and 64 ran twice the risk of dying as those in the low-rate areas. For example, the death rate in Scranton and Wilkes-Barre, Pennsylvania, was about 2,100 for every 100,000 persons. This was nearly twice the rate in South Central Nebraska, the region with one of the lowest death rates in the nation.

The New York Metropolitan area placed in between with a death rate of 1,613 per 100,000. The national rate was 1,526 per 100,000.

The rates were based on deaths from all causes. Cardiovascular diseases accounted for more than half of the deaths, but were not found in unusual proportions in any geographic region.

One of the objectives of the study is an attempt to correlate death rates with regional differences in such factors as diet, cigarette smoking, being overweight, air and water pollution, and the stress and strain of cultural conflict.

One of the directors of the study conducted by the National Center for Chronic Disease Control said a study of regional cigarette sales showed a "reasonable similarity" to death patterns, although this is certainly not the only factor. Air pollution is under especially intensive investigation.

The study found that the geographical differences in death rates were somewhat more pronounced among middle aged men than among men in the broader age group of 35 to 74.

In an interview in the *New York Times*, the head of the project stated that further studies are being made to attempt to find out the underlying causes of these geographic differences.

## Union Labor Life Breaks All Records

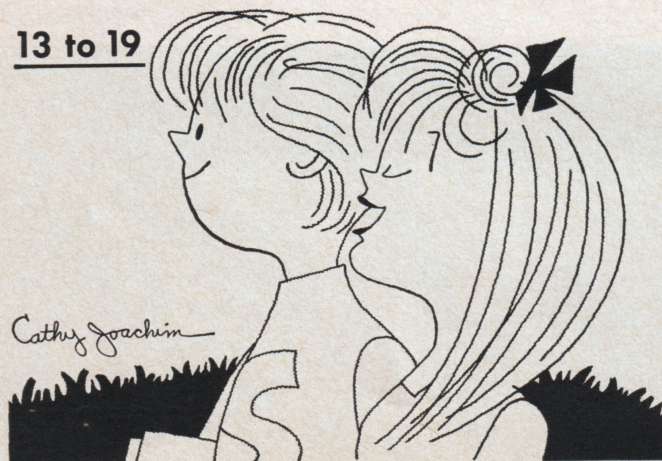
**T**HE Union Labor Life Insurance Company has become the largest single underwriter of negotiated health and welfare insurance contracts in the United States.

ULLICO President Edmund P. Tobin emphasized this achievement to shareholders at the company's annual meeting. Detailing the performance of "labor's own insurance company," Tobin said:

"During the past year, the company paid out over \$113 million to policyholders and beneficiaries while income from premiums, investments, and other sources rose to more than \$127 million. On the very day of this meeting, we have over \$2 billion of insurance in force!"

The company was founded in 1927 by action of the American Federation of Labor.

13 to 19



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**"You and I sure have a lot in common. Both of us liking hamburgers better than cheeseburgers, both of us thinking our allowances are too small..."**



# family puzzle page

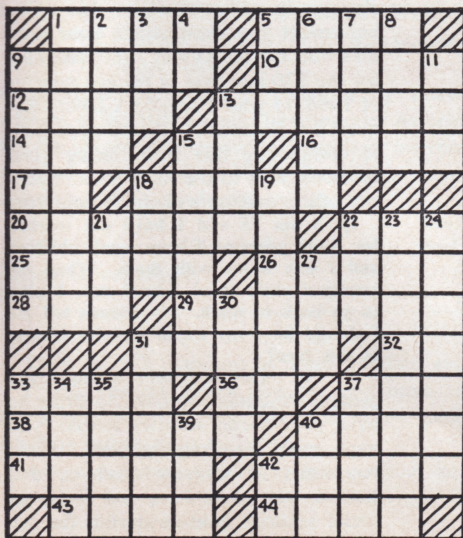
## CROSSWORD PUZZLE

### ACROSS

1. Lean
5. Mexican dollar
9. Cost
10. Sultan's decree
12. Vex
13. Glowing ardor
14. Edible root
15. Continent: abbr.
16. Merit
17. Left-hand page
18. Pulled away
20. Trials
22. Bering or Baltic
25. Rap
26. Ducks
28. Common suffix
29. Foes
31. Liberates
32. Greek letter
33. Point aimed at
36. Type measure
37. A size of coal
38. Related
40. Close noisily
41. Schemes
42. Celerity
43. Acting and others
44. Leaf cutters

### DOWN

1. Cocked hats
2. Eye of bean
3. Sherbet
4. Compass point
5. Pastry
6. Blundered
7. River in Yugoslavia
8. Smell
9. Nettle
11. Sea eagle
13. Miss
15. Kitchen appliance
18. Dry, as wine
19. Regard
21. Female deer
22. Capuchin monkey
23. Components
24. Relieve
27. German spa
30. Require
31. City in Michigan
33. Breach
34. Bulging jar
35. Like a wing
37. Time gone by
39. Letter
40. Forbid
42. Exclamation



(Crossword Puzzle answers on page 26)  
(Word Game answers on page 24)

## WORDS, WIT AND WISDOM

DO YOU GET A BANG out of word games? Even if you usually feel that you can take them or leave them, here's an odd one that should catch your fancy. It's made up entirely of simple-looking words that begin with "S." But you'll find a lot of sticklers among them. Try to match the numbered word with the lettered word closest in meaning. 100 per cent is great.

1. Sapper: (a) stupid fellow . . . (b) soldier undermining fortifications . . . (c) maple syrup collector . . .
2. Sapid: (a) tasteless . . . (b) unintelligent . . . (c) savory . . .
3. Sapiient: (a) ambitious . . . (b) all-knowing . . . (c) good-looking . . .
4. Saponaceous: (a) soapy . . . (b) swift-flowing . . . (c) harmonious . . .
5. Sapsago: (a) hardwood . . . (b) kind of Swiss cheese . . . (c) nesting bird . . .
6. Sapsucker: (a) woodpecker . . . (b) con man . . . (c) poll taker . . .
7. Saraband: (a) ornamental sash . . . (b) Spanish dance . . . (c) matador's cape . . .
8. Satiat: (a) examine carefully . . . (b) arrange in order . . . (c) gratify completely . . .
9. Sardonic: (a) witty . . . (b) sophisticated . . . (c) sneering . . .
10. Sari: (a) Indian headdress . . . (b) Indian woman's outer garment . . . (c) Indian sacred cow . . .

## FUN WITH WORDS

THIS MONTH'S WORD GAME is designed to test your ability to recognize words similar to one another in meaning. Below you will find two groups of ten words each. The first group is numbered 1, 2, 3 and so forth. The second group is lettered A, B, C and so forth.

For each word in the first group you will find a word of almost the same meaning (a synonym) in the second group. Thus the word numbered 1 may mean practically the same as the word lettered F. Write this down as 1-F. When you have written down all the answers, check against the correct answers.

- |                  |               |
|------------------|---------------|
| 1. Pernickety    | A. Renowned   |
| 2. Neoteric      | B. Nonchalant |
| 3. Illustrious   | C. Conjugal   |
| 4. Parsimonious  | D. Striking   |
| 5. Imperturbable | E. Otiose     |
| 6. Nobby         | F. Squeamish  |
| 7. Salient       | G. Spruce     |
| 8. Nugatory      | H. Niggardly  |
| 9. Nuptial       | I. Newfangled |
| 10. Lusty        | J. Vigorous   |



## Social Security Audit Shows Soundness of Funds

**T**HE annual review of the United States' social security system shows that it is in excellent shape both on a short- and long-range basis.

According to the trustees, income to the social security trust funds from which cash benefits are paid exceeded outgo by almost \$4 billion in fiscal year 1967. Assets of these two trust funds totalled \$25.5 billion at the end of the fiscal year.

Trustees are Henry Fowler, Secretary of the Treasury; W. Willard Wirtz, Secretary of Labor; and Wilbur J. Cohen, Secretary of Health, Education and Welfare.

The two other trust funds are the Hospital Insurance Trust Fund and the Supplementary Medical Insurance Trust Fund, which were set up to finance the medicare program. Fiscal year 1967 was the first full year of operation for these trust funds. Benefits under both parts of the medicare program first became payable on July 1, 1966.

Total income to the Hospital Insurance Trust Fund in fiscal year 1967 amounted to \$3.1 billion. Disbursements totalled \$2.6 billion. At the end of June 1967, assets of the fund amounted to \$1.3 billion.

Estimates for the next 25 years show that the hospital insurance program, taking into account the

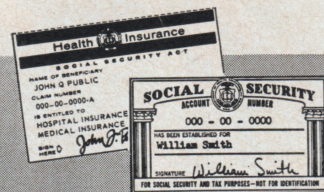
improvements enacted in the social security amendments of 1967, has a favorable actuarial balance—namely, that total income over the 25 years ahead is expected to exceed total outgo.

Income to the Supplementary Medical Insurance Trust Fund in fiscal year 1967 totalled \$1.3 billion, while disbursements in the same period totalled \$798 million. At the end of its first year of operation, assets of the fund amounted to \$486 million.

After review of the first year's experience and consideration of the effect of the significant changes in benefit provisions enacted in the 1967 amendments, a standard rate of \$4 was set for the period April 1968 through June 1969.

This premium rate is expected to bring in slightly more than enough funds to finance the cost of benefit payments and administrative expenses accruing for this period and will also reduce the accrued net deficit resulting from the slight inadequacy in the initial premium rate.

Because provision is made for keeping the program self-supporting on a year-to-year basis, there is no need for long-term projections of the experience of this part of the social security program.



**how they benefit YOU**

**Q.** Is it true that a claim can now be submitted for doctor's bills under medicare even though the bill has not been paid? If so, does this provision of the law apply to doctor's bills received before the 1967 amendments were passed? I have some 1967 doctors bills that I have not yet paid.

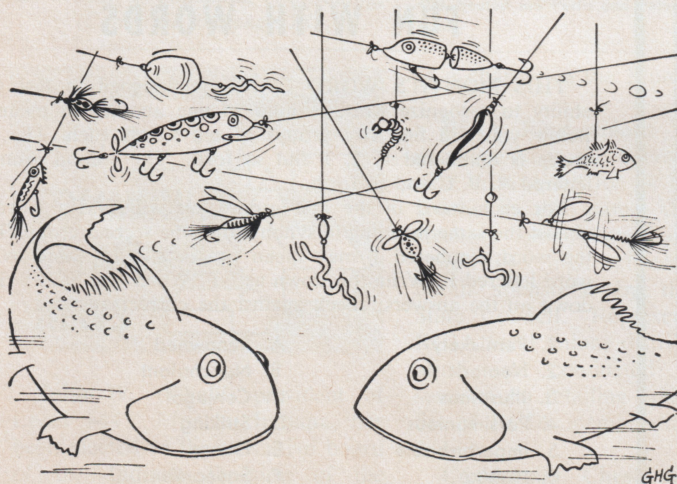
**A.** "Yes" is the answer to both questions. You can now submit itemized doctor's bills that have not been paid with your form SSA-1490, "Request for Payment."

**Q.** My doctor's bills after July 1, 1966, were only \$40—\$10 was for August and \$30 was for November. My doctor's bills for 1967 were \$85. Please explain how the \$50 deductible works for me? I have not yet filed any claim.

**A.** Since you did not incur medical expenses of more than \$50 in 1966, you did not meet the deductible for 1966. However, since you incurred \$30 in the last quarter of 1966, that \$30 can count toward your 1967 deductible. Out of your \$85 of medical expenses for that year \$20 will be added to this \$30 to meet the \$50 deductible for 1967. Subtracting this \$20 from the \$85 leaves \$65. Medicare will pay for 80 per cent of \$65 which is \$52. This is based on the assumption that \$65 is a reasonable charge. In order to claim this reimbursement you must attach your doctor's bills for the \$85 in 1967, and also for the \$30 incurred in the last quarter of 1966, to your Form SSA-1490 "Request for Payment." If you need help in completing this form, bring your receipted bills to the local Social Security office, and we will gladly help you.

**Q.** I am 35 and I have not worked for three years as I have small children and I stay home with them. When my youngest child is of school age, I plan to go back to work. My friends tell me I should have my social security frozen. Is this true?

**A.** No. This is a very frequent and general misunderstanding. In order to have your social security frozen, you must meet two requirements. First, you must be severely disabled; and second, you must have five years of social security paid in during the ten years immediately before you become disabled. From your letter, it appears you are not disabled.



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**"If we're smart, we'll watch our diet during the summer months!"**





## LOCAL UNION NEWS

# people & places

**Fort Wayne, Ind., Local 10**—Secretary-Treasurer Daniel K. Clymer reports a flare up of lie detector test activity among area employers. Members are being urged to contact the union office if they are threatened with a polygraph test.

**Newark, N. J., Local 21**—Local 21 President George Meisler has been elected to the executive board of the Atlantic Labor Press Conference, an affiliate of the International Labor Press Association, AFL-CIO.

Sandra Stillwell, an 18-year-old member of Local 21, has been chosen Miss S. Klein of 1968. She was chosen from among finalists representing 13 stores in New York, New Jersey, Pennsylvania, Maryland, and Virginia.

**South Bend, Ind., Local 37**—The National Labor Relations Board has overruled a trial examiner's decision to hold that Local 37 is the bargaining representative of the employees of the K-Mart Food Store in South Bend, Secretary-Treasurer Harold Hewitt reports.

**Eastern Mich., Local 40**—Local 40 has been certified as the representative of the employees of the Walgreen Drug Store in Flint, following a victory in an NLRB election.

**Tulsa, Okla., Local 73**—Employees of the Safeway Store in Ponca City have voted by a five-to-one margin for representation by Local 73, in an election conducted by the National Labor Relations Board.

Secretary-Treasurer Charles M. Nobles announces that two employees of a U-Tote-M convenience store in Tulsa received back pay totaling \$773 following their unfair discharge during an organizing drive.

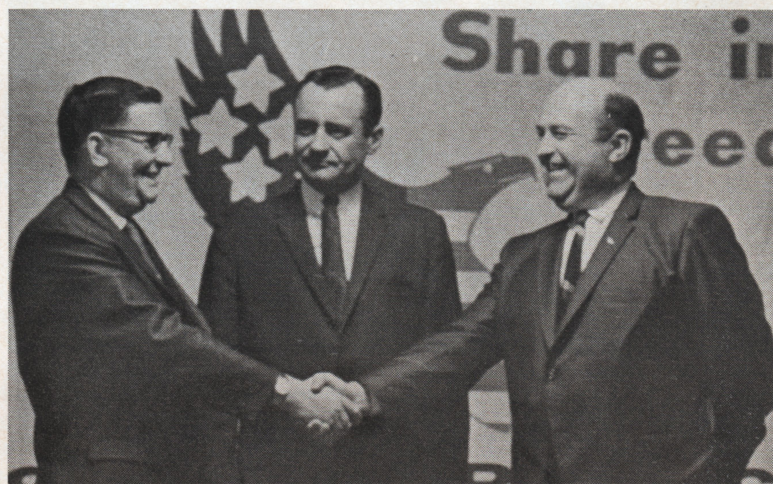
**Buena Park, Calif., Local 324**—Secretary-Treasurer Arthur Z. Berland announces that Local 324 arranged for special reduced-price seats in May for two Angel baseball games and four performances of the Ice Capades.

## Oregon Local Union Establishes Store Steward Network



**TRAINING FOR SERVICE**—A portion of the participants in the first steward's training program of Local 201, Eugene, Oregon, receive pins at graduation exercises from William Wynn, assistant organizing director of the Northwestern Division. The stewards received instruction in the structure of the RCIA, the current contract, the health and welfare and pension programs, and other subjects. Shown above from left (front row) are Virginia Matthews, Verdine Weston, Maxine Wilson, Barbara Land, and Wynn. In rear row are Bernice Jordan, Maude Kobbe, John Bahr, Joyce Brady, and Bob Rogers.

## RCIA Local Helps Sell Savings Bond Program



**SHARE IN FREEDOM**—Launching the Savings Bond drive in Richland County, Local 31, Mansfield, Ohio, sponsored a kick-off luncheon to promote increased participation in the savings bond payroll deduction program. Area retail merchants attending the event pledged their full support, promising to distribute leaflets at check-out counters and to use window displays and posters promoting the Savings Bond program. Pictured from left are James L. Barney, president of Local 31; Ray E. Allen, area manager, U.S. Savings Bond Division, Treasury Department; and Lewis Fry, state director, U.S. Savings Bond Division.



## Landscaping Courtesy of Retail Clerks Union



**BRIGHT SPOT**—The landscaping of a traffic island was an unusual project of the community relations committee of Local 1583, Little Rock, Arkansas. Acknowledging the civic initiative, the City Beautiful Commission erected a plaque granting recognition to Local 1583's sponsorship of the activity. Shown above from left are Julius Breckling, director of Parks and Recreation of Little Rock; John Gill, chairman of the City Beautiful Commission; Fran Blakely, Local 1583's project chairman; Lucy Logsdon and Rose McKim, members of the local union's community relations committee; and Ralph J. Greene, president of the RCIA local union.

## Local 1504 Bowling Team Scores Well in Competition



**GOOD SPORTS**—This happy team of keglers, sponsored by Local 1504, Blue Island, Illinois, proudly pose for the camera after finishing well up in bowling competition with 24 teams. Team Captain Rita Bydalek finished in the top five—out of 120 bowlers—for high game in the league. Pictured from left are Rachel Regneir, Rita Bydalek, Jean Carlson, Marlene Marion and Jane Hoyt.

During the month of April, the local union collected a total of \$7,017.64 in back pay for members of Local 324 and was responsible for the reinstatement to their jobs of nine members.

**Tacoma, Wash., Local 367**—Secretary-Treasurer Ray L. Rich announces that the members of Local 367 and of Local 309 in Olympia have voted to merge. The new organization will be known as Local 367, and the

strengthened unit will be able to provide more effective service to the RCIA members in the area.

**Washington, D. C., Local 400**—Local 400 and Raleigh Haberdasher have concluded a new two-year agreement covering employees of six stores in the metropolitan area. As a result, commissions are increased for clothing and furnishing salesmen, salesladies, and desk clerks. In addition, vacation benefits were liberalized.

President Rex Clifford states that the contract provides the largest pay increase ever gained in negotiations with Raleigh's.

Employees of Safeway working in the Shenandoah Valley of Virginia have approved a new contract that brings them the same wages and conditions as those in Washington, D. C.

**Akron, Ohio, Local 698**—Secretary-Treasurer L. W. Radabaugh announces that Local 698 is conducting a major organizing drive among the employees of the downtown department stores in Akron, as a result of appeals for help in improving wages and working conditions. One of the stores is A. Polsky, a member of the Allied chain, and another is M. O'Neil, a subsidiary of the May Company.

**Alameda County, Calif., Local 870**—Members of Local 870 have ratified new contracts with Gallenkamp's and Karl's shoe stores. In addition to wage increases, the agreement provides improvements in the health and welfare plan, a pension program, a funeral leave clause, and the employee's birthday as an additional holiday.

A new agreement with the area's clothing stores has also been approved. Under the terms of the pact,

### Answers to Word Game

#### Words, Wit, and Wisdom

- 1-B (SAP-er)
- 2-C (SAP-id)
- 3-B (SAY-pee-unt)
- 4-A (say-puh NAY-shus)
- 5-B (SAP-suh-goh)
- 6-A (SAP-suk-er)
- 7-B (SAR-uh-band)
- 8-C (SAY-she-ayt)
- 9-C (sar-DON-ik)
- 10-B (SAH-ree)

#### Fun With Words

- 1-F; 2-I 3-A; 4-H; 5-B; 6-G; 7-D; 8-E; 9-C; 10-J.



## Chicago-Area Clerks Are Honored for Their Long Membership in RCIA



**YEARS OF LOYALTY**—Members of Local 1540, West and Northwest Suburban Towns, Illinois, who have been in continuous good standing for 20 years or longer were honored at a special party recently. International Vice President James T. Housewright (seated

near the center in front row in dark suit) presented the pins to the veteran members. To his right is Marion Spangard, who received a 30-year pin, and Jerry McClain, secretary-treasurer of the RCIA local union.

wages increase by 32½ cents an hour for selling employees and 35 cents an hour for non-selling. Commissions were increased by one half of 1 per cent in shoe departments. An additional holiday was also obtained as well as improvements in the health and welfare plan.

**Seattle and King County, Wash., Local 1001**—Secretary-Treasurer Ivan Rosenberry has announced the creation of an organizing department in the local union. Initial projects will include the large unorganized department and discount stores in the area. Local Union President William Olwell will supervise the operation of the new department.

**Omaha, Nebr., Local 1015**—A new contract with the Safeway Stores in Lincoln, Nebraska, has been approved by Local 1015 members. The pact raises wages by 36 cents an hour in two installments and grants other benefits.

Wages move up by as much as 58 cents an hour in the new agreement with the Hinky Dinky Stores in Lincoln. Employees of the company in Council Bluffs, Iowa, gain as much as \$17 a week over an 18-month period in a first agreement. In addition, paid insurance and other benefits were negotiated.

Secretary-Treasurer Hollie H. Ham, Jr., reports that the local union is growing vigorously. Newest orga-

## Indiana Members Win Substantial Wage Settlements



**BACK WAGES WON**—The efforts of business representatives of Local 1460, Lake County, Indiana, paid off handsomely for three members when they effected a wage settlement totalling \$3,100. The settlement represented the recovery of lost wages following unfair discharges by their employers. Celebrating the recovery are, from left, Homer (Sunny) Ames, business agent; Flores Walker, Marlene Collier, and Jessie Prater, recipients of the checks; and Douglas Couttee, business representative for Local 1460.

nizing gains bring RCIA representation to employees of the Holiday Discount Stores in Omaha and the Hinky Dinky Store in Wahoo, Nebraska.

**Columbus, Ohio, Local 1059**—Local 1059 and the Ontario Stores have reached agreement on new contracts covering food and non-food

employees working in four outlets in the Columbus area. The food settlement calls for wage increases of 27 cents over the contract term. In addition, the employer contribution to the health and welfare plan is increased, and part-time employees are covered by the program for the first time. Two new holidays are added, and a pension plan begins in



## California Auto Salesmen Elect New Executive Board



**NEW ADMINISTRATION**—The Executive Board of Automobile Salesmen's Union Local 1095, Alameda County, California, are shown above. From left, seated, are Harvey Van Cleve, board member; Al Selinsky, first vice president; Vincent J. Fulco, secretary-treasurer; Ferd Silva, business representative; Ed Hill, president; and Stan Braghetta, board member. Standing from left are Herman Hendrickson, Gerald Breck, and Ted Finke, board members; Ron Ferreira, member; Rico Giordano, second vice president; and Emery Stone, board member. Recorder Bob Breck was not present for the photograph.

## Local 1092 Awards Two Scholarship Grants



**COLLEGE BOUND**—Two high school seniors, members of Local 1092, Portland, Oregon, were the recipients of the local union's second annual college scholarship award of \$500 each. Dan Doran, Jr. (left) will use his grant to study philosophy at the University of Portland, while Steven Edwards plans to attend Portland State College as a mathematics major.

January 1970.

The non-food agreement provides wage increases of 30 cents an hour, with time and one-half for the sixth day and doubletime for Sundays and holidays. The health and welfare plan for non-food employees is also improved, and part-timers will be covered, as in the food contract.

The non-food employees also gain a pension plan beginning in January 1970.

**Minneapolis, Minn., Local 1086**—Two excellent contracts have been

approved by Local 1086 members, Secretary-Treasurer Dwight B. Mezo reports.

The Holiday-World Wide contract improves wage rates by 22 cents immediately, another 13 cents next year, and a final 15 cents in 1970. Benefits include health and welfare coverage for employees and their dependents, pro-rated holidays for part-timers, and time and one-half for Saturday and doubletime for the seventh consecutive day worked.

The Groves-Kelco Wholesale Drug Company contract equalizes male and

female wage rates for the first time and provides pay boosts of as much as 63 cents an hour. Contributions to the health and welfare plan are increased, and improved vacation benefits were obtained, along with a number of other improvements over the previous agreement.

**San Francisco, Calif., Local 1100**—Members of Local 1100 are grieved at the death of Marc Kaufman, a business representative who had been associated with the local union since 1955.

**Portland, Ore., Local 1257**—One of the best contracts negotiated in the clothing industry has been agreed upon by Local 1257 and Rosenblatt's Men's Clothing Store in Lloyd Center and downtown Portland.

Secretary-Treasurer Lowell Ashbaugh reports that the total package of wage and fringe benefits is worth about 55 cents an hour.

**Fresno, Calif., Local 1288**—The Valley Medical Pharmacy is the latest retail outlet to conclude a collective bargaining agreement with Local 1288. Mae Takahashi, the owner, has signed the standard area drug agreement.

**Madison, Wis., Local 1401**—New contracts have been negotiated with the Sentry Store in Waterford and the Bonnie Bee Store in Beloit.

Local 1401 also reports gains on the organizing front. Employees of the Sentry Supermarket in Delavan have voted for representation by the local union in an NLRB-conducted election.

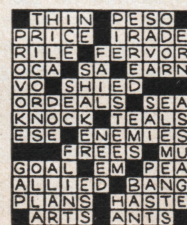
Employees of the King Optical Store in South Beloit, Illinois, have also chosen Local 1401 as their collective bargaining representative.

Secretary-Treasurer William A. Moreth announces an intensive Active Ballot Club membership drive during May and June.

**Pomona, Calif., Local 1428**—Sec-

## CROSSWORD PUZZLE

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## Officers of Local 345 Are Confident of Extending Gains for Their Members



**EXECUTIVE BOARD**—The officers of Local 345, Rochester, New York, look forward to an accelerated rate of progress as they get together following installation ceremonies. Pictured seated from left are Harold Boland, board member; Pauline Moyer, recorder; Mary Serdinis and Genevieve Insalaco, board members; and Albert Becker,

president. Standing, from left, are Richard Lewis, assistant director, Eastern Division, who conducted the investiture; Robert Morse, board member; Frank Pettrone, second vice president; Joseph Vernille and Wilbur Wagner, board member; Robert G. Smith, first vice president; and James S. Colombo, secretary-treasurer.

retary-Treasurer John Sperry announces that a grand total of \$1,-415,748.17 were paid in benefits to members and their dependents during 1967. The claims represented hospital and medical bills, psychiatric, dental, and orthodontic care, prescription drugs, preventive medicine, death benefits, supplementary disability and supplementary unemployment benefits, and vacation disbursements.

**Muncie, Ind., Local 1441**—The local union has been certified as the bargaining representative of the employees of the Arlan's Department Store in Anderson, Indiana.

**Boston, Mass., Local 1445**—Following the negotiation of an employer-paid pension plan, employees of Stop & Shop are eligible for refunds, with interest, of the payments they made into a previous contributory pension plan. During August and September, they will receive refunds amounting to well over a million dollars.

**Blue Island, Ill., Local 1504**—The local union was forced to take economic action against Samuel's Ladies Apparel Store in Kankakee, after the company refused to negotiate a first agreement following certification last fall. Samuel's is owned and operated by Lane Bryant.

**Vancouver, B. C., Canada, Local**

## Union Counselors Train To Aid Fellow Members



**PROUD TO SERVE**—Beaming with the pride of accomplishment, members of Local 782, Kansas City, Missouri, receive their graduation certificates after completing an eight-week union counselor course. The course is designed to inform union members of public and private welfare agencies available in their communities. Shown receiving their "diplomas" from Ken Kramer (far right), American Red Cross Liaison with AFL-CIO Community Services, are from left (seated) Darlene Adams, Nettie Hart, Greta Shields, and Esther Kane. Standing from left are Business Representative Jack Wood, Ralph Crews, Jim Miller, Business Representative Earl Davis, and Bob Wallace.

**1518**—A new contract with the area food industry has been reached following a number of months of militant bargaining.

Secretary-Treasurer Rudy Krickan reports that wages will increase by as much as 70 cents an hour over a two-year period. In addition, the progression periods were reduced, and

an increase in the night premium was obtained.

The most important fringe benefit was the negotiation of a dental plan financed by an employer contribution of eight cents an hour for all time worked. Other improvements in the health and welfare plan were also obtained.



## Notes for organizers and negotiators

**The U. S. Consumer Price Index** increased in March for the sixth consecutive month. The latest jump of 0.4 per cent brought the Index to 119.5 of the 1957-59 base of 100. This meant it cost \$11.95 in March to buy goods and services that cost \$10 a decade ago. The recent rate of rise is highest since 1951.

**The Canadian Consumer Price Index** increased by 0.5 per cent at the beginning of January 1968 from 151.8 in December (1949=100). This was 4.5 per cent higher than the January 1967 level of 146.0. This advance was caused mostly by higher prices for food.

**Grand Union Company** reported record sales and earnings in the 53-week fiscal year ending March 2. New peaks also were reached during the final 14-week quarter of the year. Net profit for 1967 totaled \$11.4 million. This was a gain of 4.4 per cent over net earnings of \$10.9 million during the year 1966. Grand Union sales for the past year rose 11.9 per cent to \$935.9 million from \$836.2 million in the 52-week 1966 fiscal year. Net profit for the fourth quarter of last year was \$3.7 million, a gain of 13.6 per cent over \$3.2 million in the fourth quarter of 1966. Sales for the quarter totaled \$265.3 million, or 20.4 per cent over sales of \$220.3 million a year earlier. The company has 532 supermarkets and 30 Grand Way Stores.

**Gamble-Skogmo, Inc.,** reported a sales increase of 16.4 per cent for the month of April, and volume was 9.4 per cent higher for the three months ending April 30. Net sales for April totaled \$86.2 million, compared to \$74.1 million for April 1967. For the three months ending April 30, sales were \$243.1

million against \$222.2 million for the same period a year earlier. The company now consists of 576 general merchandise and variety stores; 185 company-owned grocery units; 32 drug stores; 80 mass merchandise self-service department stores; 24 conventional department stores; 104 catalog sales units; and 3,339 authorized dealer stores for a total of 4,340 retail merchandise units.

**Albertson's** had a 12 per cent earnings increase on a sales increase of 21 per cent for the year ending March 30. Earnings amounted to \$4.9 million, compared to \$4.3 million for the 53 weeks ending April 1. Sales for the past year totaled \$390.9 million, compared to \$324.2 million for the same period a year ago. Earnings for the quarter ending March 30 amounted to \$1.7 million. This was a gain of 64 per cent over the \$1.0 million reported for the same 13 weeks last year. Sales for the quarter amounted to \$95.4 million, compared to \$83.5 million last year, a 14 per cent increase.

**Safeway Stores** had increases in both earnings and sales for the 12 weeks ending March 25. The figures were up 53.9 and 8.8 per cent, respectively, over the same period a year earlier. The firm earned \$11.0 million on sales of \$802.5 million. This compared to earnings of \$7.2 million on sales of \$737.5 million during the first 12 weeks of 1967. Safeway had 2,243 stores in operation as of March 23.

**King's Department Stores** achieved record earnings and sales for the fiscal year ending January 31, with profits up 21.1 per cent on a sales gain of 13.3 per cent. Net profit totaled \$5.0 million, compared to \$4.1 million a year earlier. Total sales, including leased departments,

were \$145.4 million, compared to \$128.4 million for the preceding year.

**Arlan's Department Stores** reported a record fourth quarter with a 9.4 per cent increase in net earnings in the fiscal year ending January 27, as sales rose 20.9 per cent. In the final 13 weeks ending January 27, earnings soared 65.1 per cent above the same period a year previous, on a sales increase of 28.3 per cent. Net profit in the 52 weeks ending January 27 was \$5.0 million. This compared to \$4.6 million earned in the prior year. Sales for the year amounted to \$286.1 million, up from the previous year's total of \$236.6 million. For the fourth quarter, net earnings were \$2.6 million against \$1.6 million for the final quarter a year earlier. The quarter's volume hit \$96.8 million, compared to \$75.4 million the previous year.

**Associated Dry Goods** reached record levels in fiscal 1967. Net earnings for the 53 weeks ending February 3 advanced 11 per cent to \$30.6 million. This compared to \$27.6 million in the 52 weeks ending January 28, 1967. Sales last year rose to \$702.4 million—10.6 per cent greater than the previous year's \$635.1 million.

**Federated Department Stores'** earnings increased 8.6 per cent on a sales gain of 7.7 per cent for the 53 weeks ending February 3. Both set records for the seventh consecutive year. Net income amounted to \$83.3 million, compared to \$76.6 million for the 52 weeks ending January 28, 1967. Net sales totaled \$1.7 billion against \$1.6 billion. On a 52-week basis, the sales increase was 6.3 per cent.

**Red Owl Stores** recorded a 64 per cent increase in profits for fiscal 1968. The company reported net earnings for the 48 weeks of \$2.5 million, compared to \$1.5 million in the 52 weeks of a year earlier. For the year, net sales and operating revenues were \$341.0 million, compared to \$305.9 million for the similar period ending February 25, 1967.



# NEWS-LET



The News-Let is published monthly by the International Association. Statistical information in the section is from government agencies, reputable firms, and the Research and Legal Departments of the RCIA and, while believed to be accurate, is not guaranteed.

THE SENATE LABOR COMMITTEE has approved legislation giving the government enforcement powers to prevent discrimination in employment. The bill, part of the Administration's civil rights legislative package, would give the Equal Employment Opportunity Commission the authority to issue cease and desist orders against employers, labor unions, and employment agencies that follow discriminatory employment practices. The commission now has authority only to investigate charges of discrimination and to attempt to eliminate discrimination through voluntary compliance. The legislation, long stalled in the committee, was finally approved by a 12-2 vote.



SENATOR VANCE HARTKE of the Senate Finance Committee has criticized the Federal Reserve Board for condemning American workers to a round of underemployment. "I think the American worker deserves to know that employment goes down when discount rates go up," Hartke said. The Indiana Senator's comment came after a Federal Reserve Board decision to hike the rate to 5.5 per cent. This is the third increase in the past five months and means that member banks must pay the highest interest rates on their borrowing since the 6 per cent rate just before the great depression.

CORPORATION PROFITS SOARED to new records in the first quarter of 1968, *Business Week Magazine* reports. The magazine forecasts that corporate earnings will be 10 per cent higher than they were in the first quarter of last year. If this rate continues, U.S. companies will earn \$87 to \$88 billion before taxes and about \$52 billion after taxes. Booming sales are responsible for part of the gain. But the article notes that profit margins are going up as well, with more and more industries raising prices beyond the level to meet any rise in costs.

THE CITIZEN'S BOARD OF INQUIRY into hunger and malnutrition in the United States has sharply criticized current Federal efforts to help the needy with food. The report said that the food has failed to reach a significant number of the poor and those reached were not aided to any substantial degree. At least ten million persons, mostly in the South and the Southwest, suffer from chronic hunger and malnutrition, and the government should provide free food in 256 counties where a real emergency exists. Its longer-range recommendations call for a free

food stamp program and a food distribution program to be handled by either the Office of Equal Opportunity or the Department of Health, Education and Welfare. The Department of Agriculture, which now has responsibility for the program, was singled out particularly for the failure of the programs it administers.

THE AFL-CIO HAS URGED CONGRESS to move the nation closer to the day "when the dollar sign no longer guards the admission gates" to the nation's colleges. Federal aid to colleges and college students should be expanded, not merely continued, the Federation said in a statement to the Senate Subcommittee on Education. Until there are free public colleges on the same basis as free elementary and secondary schools, work study programs, opportunity grants based upon Federal need, and low-cost student loans are needed to broaden educational opportunities. The AFL-CIO also criticized the unwillingness of private lending institutions to make government-guaranteed student loans at the allowable rate of interest and urged that the program be replaced by direct government loans.

WARNING THAT \$100 A DAY hospital charges will soon be typical, the AFL-CIO Executive Council has set forth a seven-point program to control medical costs. One ultimate answer to price-gouging by doctors and inefficiency in hospitals is national health insurance. But a number of immediate steps could be taken to reduce the cost while maintaining the quality of medical care, the Federation asserted.

PERSONAL INCOME ROSE in every part of the U.S. during 1967, reaching record levels in every state, the Commerce Department's Office of Business Economics reports.

Per capita personal income for the nation as a whole was at a record high of \$3,137 last year. This represented an increase of \$174 or 5.9 per cent over the 1966 average of \$2,963. With consumer prices up 2.5 per cent, the increase in real income was about 3.5 per cent—significantly less than the dollar rise in current income would indicate.

State-by-state per capita personal income varied from \$3,865 in Connecticut to \$1,895 in Mississippi. New York followed Connecticut with per capita income of \$3,726 during 1967. Other states with high per capita income were Illinois at \$3,725, Delaware at \$3,700, Alaska at \$3,629, Nevada at \$3,626 and New Jersey at \$3,624. OBE notes that in the District of Columbia the average per capita income last year was \$4,268.





## NATIONAL AND STATE LABOR BOARD NEWS

A DELICATESSEN DEPARTMENT IN A RETAIL food store is not an appropriate unit in and of itself, nor can the delicatessen employees be included within a meat department unit, rules the NLRB.

The union requested either a unit of delicatessen department employees at two stores of a chain of supermarkets or an election to determine whether they wish to be added to an existing two-store meat department unit.

The record established that the delicatessen employees work in close association with bakery department employees, whom the union does not seek to represent, and both delicatessen department employees and bakery department employees share a substantial community of interests with other employees in the stores. It was shown that delicatessen department employees, as well as other store employees, namely, grocery department employees, exercise similar skills, work the same hours, receive the same fringe benefits, and work under the overall supervision of the store manager.

The Board found that a separate delicatessen-employee unit constitutes an artificial and arbitrary grouping of employees with insufficient interest to warrant separate representation. The Board also found that the inclusion of delicatessen department employees in the existing meat department would constitute an inappropriate unit, since delicatessen employees seldom if ever work in association with meat department employees and have terms and conditions of employment more closely associated with those of other non-represented employees, including grocery department employees. Accordingly, the Board dismissed the union's petition. (Ideal Supermarkets, 68 LRRM 1005.)

A NON-PROFIT CORPORATION HAVING AS its principal function the furnishing of certain services to its members, including travel information, maps, tour books, making reservations, emergency road service, licensing, and selling automobile insurance, is within the jurisdiction of the National Labor Relations Act, rules the Board.

In this case, the employer argued that the Board lacked jurisdiction over its business since it was not engaged in commerce within the meaning of the Act. In the alternative, the employer argued that the appropriate unit should include licensed salesmen, employed at all its district offices in California and Nevada, and not just the two district offices petitioned for by the union.

The Board, noting that it has declined to assert jurisdiction where the activities of a business are non-commercial and intimately connected with charitable or educational activities, found in this case that where a non-profit business is engaged in commercial activities, it will assert jurisdiction. The Board reasoned that the

employer's activities were clearly of a commercial nature and, as its operations satisfied both the Board's retail and non-retail standards, it would effectuate the purposes of the Act to assert jurisdiction. Regarding the unit question, the Board concluded that a unit consisting of two district offices met the Board's geographical coherence test, and is, therefore, appropriate. (California State Automobile Association, 170 NLRB No. 106.)

EMPLOYER'S CONTENTION THAT THE UNION secured authorization cards through threats, intimidation, and coercion is without merit, rules the National Labor Relations Board.

The employer petitioned the Board to 1) reopen the record of a previous case for the purpose of introducing newly discovered evidence and 2) to reconsider the Board's finding of a refusal to bargain violation. Pursuant to this petition, the Board reopened the record.

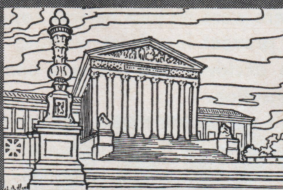
The examiner found that most of the evidence presented by the employer regarding threats, intimidation, and coercion was on the whole unconvincing and lacking in credibility. He did find, however, that three employees had been threatened. Of the three, only one signed a card which was among the authorization cards the union relied on to establish a majority. The Board found that this factor, standing alone, fell short of establishing any pervasive pattern of coercion. Accordingly, under these circumstances, the Board adhered to its original decision that the union, at all material times, possessed a majority. (Wylie Mfg. Company, 170 NLRB No. 112.)

EMPLOYER VIOLATED ACT by removing certain employees in bargaining unit from further participation in "Saving and Investment Program" because they selected the union as their bargaining representative.

This case centers upon a savings and investment program instituted by the employer in 1964. The employer announced to all salaried, non-management employees who were not represented by a labor organization the commencement of a savings investment program. Early in 1965 the union asked for recognition and filed a representation petition for a unit of salaried clerical and technical employees. Subsequently the employer informed these employees that they would lose the savings investment program if the union became their bargaining agent. The union won the election, and in May the employer informed all employees in the new bargaining unit that the savings investment program was discontinued for them on the certification date.

The Board found that the employer violated the Act by: 1) promulgating and maintaining the program only for those employees who were not represented by a union; 2) by threatening salaried employees with loss of eligibility participation in the program should they select the union; and 3) by disqualifying the employees of the new bargaining unit because they chose the union as their bargaining representative. Accordingly, the Board ordered the employer to amend the program to do away with discrimination against employees who are members of the union's bargaining unit and to restore to those employees who were removed from the program all lost benefits. (International Harvester Co., 67 LRRM 1435).





## COURT DECISIONS CONCERNING LABOR

**UNION MEMBER** may not personally intervene in an action brought by the Secretary of Labor to set aside a local union election, rules a United States District Court in Ohio.

A union member was denied the opportunity to run for the office of business manager in the defendant union. After unsuccessfully invoking internal union remedies, the member filed a complaint with the Secretary of Labor. Following an investigation, the Secretary of Labor commenced an action to have the union election set aside and a rerun election held. The parties agreed to new nominations and a new election. Following the new election, the member filed a motion to intervene in the pending law suit.

The court holds that the member may not intervene in the law suit, because the remedy provided by the Landrum-Griffin Act is exclusive. The act confers upon the Secretary of Labor the exclusive right to bring actions to enforce its provisions, and the member's motion to intervene falls on this ground. Furthermore, since the member could not prosecute this type of action in a law suit originated by him, he cannot be permitted to do so by intervention. (*Wirtz v. Local 1377, IBEW*, 67, LRRM 2938.)

**FOOD STORE EMPLOYER** is found guilty of an unlawful refusal to bargain and a discriminatory discharge by the United States Court of Appeals in Cincinnati.

The NLRB found that the union held a majority of authorization cards in the unit found to be appropriate, which excluded meat department employees in the market. Excluding the three meat department employees, the unit was comprised of 18 employees and the union held ten unchallenged authorization cards. In finding the employer guilty of an unlawful refusal to bargain, the court stated that the Board's exclusion of the meat department employees was not unreasonable nor arbitrary. Therefore, the ten authorization cards represented a majority of the appropriate union's employees.

The court also upheld the Board's finding that there was unlawful threatening and coercing of market employees through the discriminatory discharge of an employee. The evidence supports the Board's finding, the court stated, that the discharged employee was fired because of union activities. (*NLRB v. Mock Road Super Duper, Inc.*, 67 LRRM 2977.)

**WRONG ATTITUDE** toward, or dissatisfaction with, company was mere pretext for refusal to rehire seven employees rules a United States Court of Appeals in Cincinnati.

The NLRB had determined that the employer had violated the Act during a rehiring program by denying

reemployment of seven former employees because of union sympathies and activities on the part of a husband or relative of one or more of them. The company's past policy regarding rehiring for full- or part-time employment had been on the basis of seniority. In May 1965 the company deviated from such traditional practices, so that it could reject former employees with union sympathies or connections.

The court upheld the Board's decision, which rests upon the conclusion that the company had resisted the union's continuing campaign for bargaining, had knowledge that the employees or their husbands or relatives were union activists, and could not explain or justify its reliance on "attitude" or "dissatisfaction" as a reason for its denial of reemployment. (*Champion Papers, Inc. v. NLRB*, 68 LRRM 2014.)

**NLRB GENERAL COUNSEL'S** refusal to investigate certain charges is not a proper subject for judicial review, ruled the United States Court of Appeals in Cincinnati.

In this recent case, an employee sought an injunction and declaratory judgment to require the general counsel of the National Labor Relations Board to investigate certain charges of unfair labor practices. The court action was dismissed for lack of jurisdiction over the subject matter.

It is well settled that the National Labor Relations Act precludes district court review of the manner in which the general counsel of the Board investigates unfair labor practice charges and determines whether to issue a complaint thereon. The district court clearly was correct in holding that it had no jurisdiction in this action. The court of appeals finds that the appeal is frivolous and entirely without merit. (*Mayer v. Ordman*, 67 LRRM 2893.)

**INTERNAL ADMINISTRATIVE REMEDIES** must be exhausted before Federal employees may seek relief from the courts, rules the United States District Court in the District of Columbia.

A union representing employees of the Federal government and certain individual employees sought to enjoin a government agency from discharging or demoting a large number of employees. The government sought to dismiss the suit as not stating a valid claim for relief.

The court stated that this is a most extraordinary suit. The court adds that to ask the courts to enjoin a government agency from discharging employees or demoting them and, thus, to interfere with the internal day-to-day administration of governmental functions would be a very unusual action for the courts to take. If the dismissals or demotions are in violation of the Civil Service Act, the individual employees, against whom adverse action has been taken, have an administrative remedy provided by law. After the administrative remedy is exhausted, the employees may bring individual actions for relief. The relief that may be granted, however, is of a very limited character. The courts may not and do not interfere with the internal administration of government departments. (*Lodge 1858, Government Employees v. Webb*, 68 LRRM 2053.)





## ARBITRATION DECISIONS

**SUPERVISOR VIOLATED EMPLOYEE'S** basic right to full and fair consideration for overtime assignments and his right to reasonable advance notice by ordering a subordinate supervisor to exclude the employee from those selected to work overtime. The supervisor's order stemmed from a resentment with the employee's response to a request for contributions to a charity drive. An ineffective attempt to retract the order does not alter the character of the original discrimination. The supervisor had a duty to communicate a clearly understood retraction. When the employee later accepted overtime he did not waive his right to bring a grievance protesting the former treatment.

Arbitrator Wayne T. Geissinger recommended, in an advisory arbitration, that the employee should be reimbursed or otherwise made whole for loss of earnings resulting from supervisor's order to discriminate against him. (Defense Supply Agency, 50 LA 221.)

**DISCHARGE IS TOO SEVERE** a penalty for employee who initiated a verbal exchange with his supervisor which ended in physical unpleasantness. This was the decision of Arbitrator Martin M. Volz in a case charging "an unprovoked physical attack" on a supervisor away from company premises.

The arbitrator ruled in favor of the employee on two grounds: First, the employee's actions were not so sudden or vicious as to require the supervisor to defend himself physically. A supervisor has a special responsibility to use sound judgment and wise restraint to avoid aggravating a troublesome incident. Secondly, in order to justify a discharge, an incident occurring off company premises and after working hours must be more aggravated than one occurring in the plant during operations and in the presence of other workmen.

Volz noted that neither employee nor supervisor was arrested or required medical attention. Therefore, he reasoned, the supervisor will suffer no impairment of his supervisory authority by reinstatement of the employee following a two-month disciplinary layoff. The employee has not demonstrated any dangerous tendencies or emotional instability sufficient to justify classifying him as an undesirable employment risk. (LA 258.)

**AN EMPLOYEE WHO WAS INJURED AT HOME** and therefore unable to perform his regular work is entitled to receive accident benefits. The company's insurance plan provides that benefits will be paid for non-occupational accidents or sickness which is not covered by the state's workmen's compensation act.

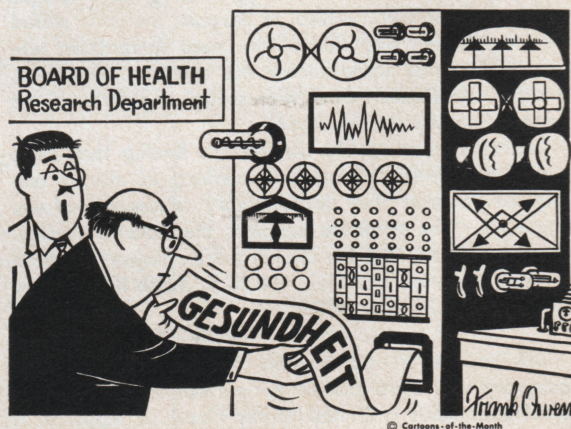
Arbitrator Edwin R. Teple held that the employee was entitled to company benefits after he had been denied workmen's compensation by the Ohio Bureau of Unem-

ployment Compensation. The company cannot suspend the grievance because there were no jobs he was capable of performing and thus prevent him from working and qualifying either for the accident and sickness benefits or unemployment compensation.

Rejecting the company's contention that it was justified in laying off the employee because it had no work which he could perform by virtue of his medical limitations, the arbitrator sustained the grievance, holding that the employee was entitled to accident benefits under the company plan for the three weeks he was unable to work. (Dayton Tire & Rubber Co., 50 LA 314.)

**EMPLOYER VIOLATED CONTRACT** when he combined the duties of several jobs without consulting with the union. The collective bargaining agreement between the union and the employer provided that "when it becomes necessary for the company as a result of changes to eliminate jobs or combine jobs, the company will advise and discuss the matter" with the union. In the current case, a paper company had an increased amount of outside tonnage. This increased tonnage, which came into the plant on an intermittent basis, caused a problem in loading and resulted in excessive overtime which was not desired by either the company or the union. To remedy this, the company set up an additional crew, referred to as a "temporary day loading crew." In this crew, a "car bracer" job was eliminated and some of the duties of that job were combined with the job of motor trucker without holding discussions with the union.

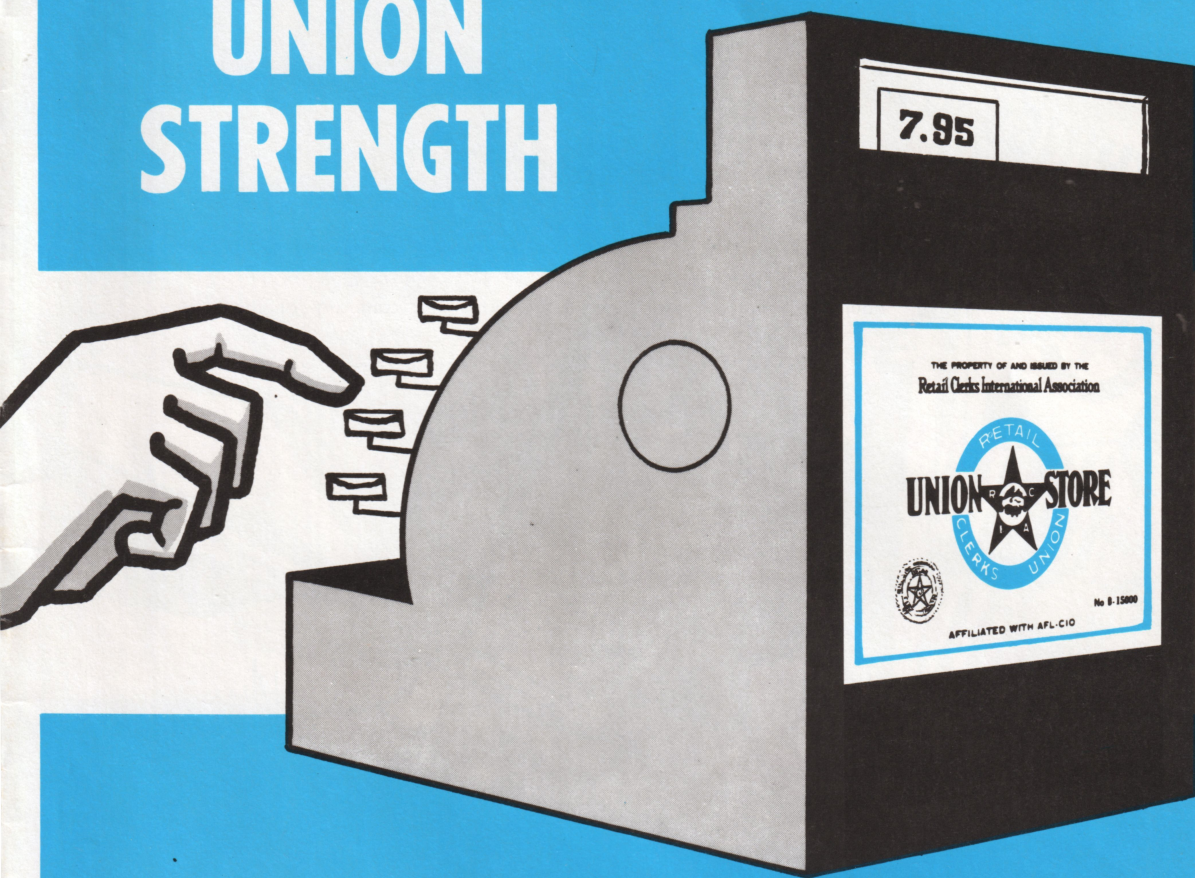
Arbitrator William I. Prewett directed the company to reinstate the position of car bracer and to comply with the provisions of the contract quoted above in full prior to any future elimination of the job. He ruled that 1) the word "will" is mandatory and not merely permissive; and 2) although the crew with "car bracer job" was initially "temporary," it existed for 15 months. Therefore the employer is required to comply with the contract by discussing these changes with the union. Monetary damages were not assessed since the evidence did not show any wage loss by any particular individual or by the union and employer's action was not taken in bad faith. (International Paper Co., 50 LA 344.)



"Didn't take it long to analyze  
the pollen count today!"



# Your Buying Power is a Source of **UNION STRENGTH**



When you're out shopping there are a number of decisions to make regarding color, material, quality, price, and so forth.

But one choice is easy: Always buy union-made merchandise from an RCIA member. Don't spend your money to support businesses which pay substandard wages and undermine your hard-won union gains.

Remember, when you buy merchandise produced by union craftsmen and sold by RCIA members you strengthen the union movement, and make a sound investment in your own future.



## SOME THINGS JUST DON'T ADD UP!



### SOME THINGS DO:

- Union Contracts
- Job Security
- Fringe Benefits

- Competition Among Workers
  - Distrust
  - Division
- Misunderstanding
  - Downgrading One's Union

All these benefits are the result of mutual cooperation and unbreakable unity of nearly 600,000 RCIA members. But most unorganized store workers are still stuck with the wrong answers to their problems.

Boost your union! Encourage unorganized retail store employees to join the RCIA. Their strength, added to that of nearly 600,000 current members, will further the advancement of everyone who works for a living in a retail store in the United States, Canada and Puerto Rico.